



GR1^{Q&As}

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QUESTION 1

Which of the following is a true statement about the creative use of paid and unpaid time off category in the work-life portfolio?

- A. It is primarily unpaid.
- B. Volunteerism is an example in this category.
- C. Its only purpose is to allow employees to spend time with family.
- D. Emergency flexibility is not an example in this category.

Correct Answer: B

QUESTION 2

Why are lump-sum increases generally used?

- A. To control annual fixed costs from base pay adjustments
- B. To elevate employees who are below the midpoint in the range
- C. To reward employees under short-term incentive plans
- D. To make up for benefits not provided by the organization.

Correct Answer: A

QUESTION 3

How is the performance review related to pay?

- A. It isn't. The performance review should not be related to pay decisions.
- B. It is related to the extent that it affects variable pay awards. Base pay is based solely on tenure, prior experience and job skills.
- C. It helps managers meet salary budgets by allowing them to adjust review results to align with available salary increase funds.
- D. It provides managers a measure that can be used along with salary planning guidelines.

Correct Answer: D

QUESTION 4

Why is it important for HR professionals to understand economic conditions?



- A. They are internal influences that drive organizational culture.
- B. They provide a framework for designing rewards packages throughout an organization.
- C. They determine what programs may be legally applied in any given location.
- D. They require timely responses in adjusting programs to meet changing situations.

Correct Answer: B

QUESTION 5

Why is it important for organizations to measure the effectiveness of their learning, coaching/mentoring and advancement/career programs?

- A. To increase turnover to get new people with new ideas to join the organization
- B. To establish a baseline for employee engagement
- C. To improve the rate at which internal job roles are filled
- D. To design a better performance management system

Correct Answer: D

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