



GR1^{Q&As}

Total Rewards Management Exam

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QUESTION 1

When would an employee most likely receive a differential in addition to the regular hourly rate?

- A. When working in more than one department
- B. When working less time than his or her normal schedule
- C. When working in locations other than the corporate office
- D. When working a holiday or weekend.

Correct Answer: D

QUESTION 2

What best defines the organization's purpose or reason for existence?

- A. The corporate mission
- B. The business strategy
- C. The compensation strategy
- D. The corporate vision.

Correct Answer: A

QUESTION 3

At a high level, performance measures are generally divided into what two broad categories?

- A. Objective and subjective
- B. Behavioral and attitudinal
- C. Organizational and divisional
- D. Financial and non-financial

Correct Answer: A

QUESTION 4

In which of the following plan contribution models have medical plans traditionally been offered?

- A. Defined contribution
- B. Preferred Provider Option



C. Consumer-Driven Health Care

D. Defined benefit

Correct Answer: B

QUESTION 5

Employer-sponsored death benefits are most commonly based on which of the following?

A. The size of the employee's family

B. The employee's annual salary

C. The employee's health history

D. The employee's premium contributions.

Correct Answer: B

QUESTION 6

What is a shared leave program?

A. A contribution of money to a nonprofit entity where a company employee volunteers

B. A donation of vacation time to others facing emergency situations

C. An arrangement to ensure adequate coverage of service during employees' vacations

D. An executive loan to worthy organizations for a period of time.

Correct Answer: B

QUESTION 7

Which statement is most accurate regarding the effect of taxation on the benefits that employers offer?

A. Taxation has no effect on employee benefits; employers offer benefits for competitive reasons only.

B. Taxation is the primary reason that employers offer benefits; in the absence of tax incentives, employers would be unlikely to offer them.

C. Taxation affects the level of benefits offered, the source of benefits and the employer/employee cost-sharing basis.

Correct Answer: C

QUESTION 8



What best defines the organization's purpose or reason for existence?

- A. The corporate mission
- B. The business strategy
- C. The compensation strategy
- D. The corporate vision

Correct Answer: A

QUESTION 9

What guides the design of all human resources programs?

- A. The corporate mission
- B. The human resources strategy
- C. Program design and administration
- D. The business strategy.

Correct Answer: B

QUESTION 10

What is a primary objective of profit-sharing and performance-sharing variable pay plans?

- A. To achieve organizational cost savings through base pay reductions
- B. To increase employee identification with the organization's success
- C. To defer compensation expenses to future reporting periods
- D. To reward individual employees for some significant contribution.

Correct Answer: B

QUESTION 11

Which statement is most accurate regarding a precaution to be taken in communicating total rewards statements?

- A. Avoid sending a total rewards statement to an employee's home address.
- B. Avoid summarizing each employee's complete total rewards package.
- C. Avoid arbitrarily setting a monetary value on intangible benefits that not all employees use.
- D. Avoid itemizing the value of benefits or work-life programs. Include only compensation.



Correct Answer: C

QUESTION 12

Why should the annual development and career opportunities discussion take place separately from the performance discussion?

- A. To change the focus from reviewing past performance to planning for future performance
- B. To allow the manager to rank the employee after the performance discussion
- C. To allow both the manager and employee to have a "cooling off" period
- D. To allow human resources adequate time to post new job opportunities.

Correct Answer: A

QUESTION 13

If the beginning wage needed to recruit quality candidates for given job is higher than that of incumbents who have been with a company for some time, what type of pay adjustment should be used to correct this discrepancy?

- A. Cost-of-living
- B. Tenure
- C. Automatic
- D. Market.

Correct Answer: D

QUESTION 14

Which of the following statements is most accurate regarding pay grades/bands?

- A. They include incentives that are paid out at certain times of the year
- B. They identify the actual compensation paid to each employee
- C. They may overlap with minimums and maximums falling within adjoining grades
- D. They represent the difference between the midpoint and the maximum of a given salary grade

Correct Answer: C

QUESTION 15

Which of the following is primarily focused on giving special attention to employee actions, efforts, behavior or



performance?

- A. Compensation
- B. Benefits
- C. Career opportunities
- D. Recognition.

Correct Answer: D

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