



GR1^{Q&As}

Total Rewards Management Exam

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QUESTION 1

What best describes the compensation philosophy?

- A. The compensation committee's interpretation of how employees can best meet business objectives
- B. Guidelines that determine the administration of compensation programs
- C. Statement of what the organization believes about how people should be paid
- D. Principles that guide the design of compensation programs

Correct Answer: C

QUESTION 2

Which of the following is an example of a flexible work arrangement?

- A. Compressed work week
- B. Work redesign
- C. Career flexibility
- D. Full-time work.

Correct Answer: A

QUESTION 3

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 4

Which group typically has responsibility for final approval of the total rewards philosophy and strategy for the general employee population?

- A. External consultants



B. Compensation committee

C. Board of directors

D. Senior management.

Correct Answer: D

QUESTION 5

Which of the following benefits are usually offered at the discretion of the employer?

A. Retirement plans

B. Unemployment insurance

C. Social security programs

D. Disability (occupational).

Correct Answer: A

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