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QUESTION 1

Which of the following is an example of the creative use of paid and unpaid time off in the work-life portfolio?

- A. A corporate matching gift program
- B. A 401(k) plan
- C. A mentoring program
- D. Vacation Sharing

Correct Answer: D

QUESTION 2

Health care systems in different world regions are influenced by the beliefs, values, culture and perceptions regarding the role of whom in providing health care to its citizens?

- A. The role of physicians
- B. The role of company executives
- C. The role of shareholders
- D. The role of government

Correct Answer: D

QUESTION 3

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 4

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 5

Which of the following is typically considered a health care benefit?

A. Defined benefit plan

B. Death benefits

C. Defined contribution plan

D. Vision plan.

Correct Answer: D

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