



GR1^{Q&As}

Total Rewards Management Exam

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QUESTION 1

Why is it important TR 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 2

Which method of job evaluation uses a "whole -job" approach to determine the importance of each job to the company?

- A. Job component
- B. Ranking
- C. Benchmark
- D. Point factor.

Correct Answer: B

QUESTION 3

Although there may be evidence for the need to implement a work-life program, upper management will not buy in unless which of the following is presented?

- A. An employee survey with results showing interest
- B. The outcomes of several employee and management focus groups
- C. A compelling business case
- D. Line management support

Correct Answer: C

QUESTION 4

A medical benefits plan provision ensuring that the correct plan is paying expenses when the member is covered under more than one plan is known as what?

- A. Deductible



- B. Coinsurance
- C. Coordination of benefits
- D. Out-of-pocket expenses.

Correct Answer: C

QUESTION 5

Which of the following would be an appropriate question for an organization to ask itself in order to measure if the organization's investment in talent development has been effective?

- A. Has our organization conducted an employee satisfaction survey?
- B. Are sufficient numbers of employees adequately developed to assume roles as they are vacated?
- C. Have our salary budgets increased?
- D. How many staff have been promoted in the last 12 months?

Correct Answer: B

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