

# GR1<sup>Q&As</sup>

Total Rewards Management Exam

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**QUESTION 1**

Which of the following best describes a factor that has influenced the growth and change in benefits?

- A. There is a decreasing number of females in the workforce.
- B. Employees are expressing a greater desire for choice in their benefits.
- C. Employees have longer career expectations.
- D. Decreasing costs are causing growth in the numbers of benefits employers offer..

Correct Answer: B

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**QUESTION 2**

What is the primary goal of a merit pay program?

- A. To link pay to the competitive market rate of each job
- B. To link pay to years of experience in a particular job
- C. To link pay to performance in a manner that is consistent with the mission of the organization
- D. To link pay to organizational performance

Correct Answer: C

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**QUESTION 3**

Which of the following is considered a voluntary financial benefit program?

- A. Adoption Assistance
- B. Legal resources and referrals
- C. Employee discounts
- D. Credit counseling services

Correct Answer: D

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**QUESTION 4**

Regarding medical plans, what is the out-of-pocket maximum?

- A. The most that the member will be liable for in relation to co-insurance
- B. The maximum the plan will pay if the member is covered by another insurance plan

- C. The limit the member will be required to pay at each doctor visit
- D. The lifetime limit for benefits to any one employee.

Correct Answer: A

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**QUESTION 5**

If an organization's business strategy is primarily focused on product/service leadership, which of the following will likely be one of the major objectives?

- A. Minimize waste and reward efficiency
- B. Provide dependability and ease of purchase
- C. Build bonds with targeted customers
- D. Create better ideas and commercialize them faster

Correct Answer: B

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