

GR1^{Q&As}

Total Rewards Management Exam

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QUESTION 1

Which of the following is the best example of an advancement opportunity?

- A. Attendance at technology training
- B. Association membership
- C. Career ladder and pathway
- D. Compliance training.

Correct Answer: C

QUESTION 2

After revising or enhancing total rewards programs, what should the TR practitioner do to ensure business alignment?

- A. Revisit the TR program design and administration
- B. Revisit the total rewards strategy
- C. Revisit the human resources strategy
- D. Revisit the corporate vision and mission

Correct Answer: B

QUESTION 3

What is the purpose of the annual total rewards statement?

- A. To explain the various rewards programs available to employees
- B. To describe the tax implications of different rewards
- C. To summarize for senior management the total expense attributable to rewards programs
- D. To individually quantify the value of employees\' total rewards packages

Correct Answer: D

QUESTION 4

If the beginning wage needed to recruit quality candidates for a 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

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

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