

GR1^{Q&As}

Total Rewards Management Exam

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QUESTION 1

At a company communications event, several employees were awarded certificates for their roles in improving customer service. Later, their manager noticed some of the certificates in the trash bin. Which

essential element for success did the manager miss?

- A. Link rewards to the performance evaluation
- B. Employ meaningful rewards
- C. Reward group or team accomplishments
- D. Make sure that measurement is accurate

Correct Answer: B

QUESTION 2

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 3

What best defines the organization's purpose or reason for existence?

- A. The corporate mission
- B. The business strategy
- C. The compensation strategy
- D. The corporate vision

Correct Answer: A

QUESTION 4

Which is the most accurate description of the work-life element of total rewards?

- A. Cash provided by an employer to an employee for his or her efforts and results toward completion of goals
- B. Organizational practices, policies and programs to help employees achieve success within and outside of the workplace
- C. Alignment of organizational, team and individual efforts toward success
- D. Learning experiences designed to enhance employees\' skills and competencies.

Correct Answer: B

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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