Exam : **GR1**

Title : Total Rewards Management Exam

Version : DEMO

1.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
Answer: D

2.What is one of the primary elements of total rewards?
A. Pay for time not worked
B. Compensation
C. Organizational culture
D. Human resources strategy
Answer: B

3.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
Answer: B

4.Which of the following is primarily focused on giving special attention to employee actions, efforts, behavior or performance?
A. Compensation
B. Benefits
C. Career opportunities
D. Recognition
Answer: D

5.Which statement below most accurately describes a company that is using a total rewards approach?
A. Strives to find the appropriate mix of rewards elements that attract employees
B. Motivates employees through compensation levels much higher than the competition
C. Offers competitive benefits so that it can pay lower wages, minimizing compensation and related expenses
D. Hires highly motivated employees who are willing to do without work-life programs in favor of increased compensation
Answer: A