

GR1^{Q&As}

Total Rewards Management Exam

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QUESTION 1

Which of the following statements best describes defined contribution (DC) plans?

- A. They require complex actuarial calculations and assumptions.
- B. The benefit is based on a formula that considers pay and service.
- C. They generally provide better benefits to employees with longer service.
- D. The employee assumes the risk for the investments..

Correct Answer: D

QUESTION 2

Which of the following is an important way recognition programs accelerate business performance?

- A. They formalize the recognition process.
- B. They allow employees to set their own goals for recognition.
- C. They recognize accomplishments that contribute to organizational success.
- D. They allow managers to rate employee performance more often than just at the performance review.

Correct Answer: C

QUESTION 3

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

QUESTION 4

What guides the design of all total rewards programs?

- A. The human resources strategy
- B. The business strategy

- C. The business vision
- D. The total rewards strategy.

Correct Answer: D

QUESTION 5

At a high level, performance measures are generally divided into what two broad categories?

- A. Objective and subjective
- B. Behavioral and attitudinal
- C. Organizational and divisional
- D. Financial and non-financial

Correct Answer: A

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