

GR1^{Q&As}

Total Rewards Management Exam

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QUESTION 1

What is continuing to contribute most to the current rise in the cost of benefits programs?

- A. Rising salaries for support staff
- B. Increasing cost of enterprise software systems
- C. Increasing cost of communication
- D. Rising costs for health care.

Correct Answer: D

QUESTION 2

Which group typically has responsibility for final approval of the total rewards philosophy and strategy for the general employee population?

- A. External consultants
- B. Compensation committee
- C. Board of directors
- D. Senior management.

Correct Answer: D

QUESTION 3

What best describes the compensation philosophy?

- A. The compensation committee's interpretation of how employees can best meet business objectives
- B. Guidelines that determine the administration of compensation programs
- C. Statement of what the organization believes about how people should be paid
- D. Principles that guide the design of compensation programs

Correct Answer: C

QUESTION 4

When building a job worth hierarchy, which step involves the systematic, formal study of the duties and responsibilities that comprise job content?

- A. Job analysis

- B. Job documentation
- C. Job evaluation
- D. Job worth hierarchy.

Correct Answer: A

QUESTION 5

What are usual, customary and reasonable charges (UCR)?

- A. The charges that an insurance carrier determines are normal for a particular medical procedure within a specific geographical area
- B. The charges that are published annually in the Global Insurers\' Medical Cost Comparison Guide
- C. The charges that are allowable for any given medical procedure with no pre-treatment authorization
- D. The charges that are typically paid up front by a plan participant for services rendered.

Correct Answer: A

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