

## GR1<sup>Q&As</sup>

Total Rewards Management Exam

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**QUESTION 1**

Which of the following represents one of the reasons why employers need to be aware of the organization's talent development needs?

- A. They need to proactively take ownership of the career development of their employees.
- B. They must anticipate future workforce needs and provide learning opportunities to prepare employees for these roles.
- C. They should find out what training their employees need and schedule them for educational classes.
- D. They must develop a career path for each employee and receive Board approval.

Correct Answer: B

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**QUESTION 2**

If an organization's business strategy is primarily focused on product/service leadership, which of the following will likely be one of the major objectives?

- A. Minimize waste and reward efficiency
- B. Provide dependability and ease of purchase
- C. Build bonds with targeted customers
- D. Create better ideas and commercialize them faster

Correct Answer: B

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**QUESTION 3**

Upon which criterion are step increases typically based?

- A. Market adjustment
- B. Longevity
- C. Individual performance
- D. Skills.

Correct Answer: B

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**QUESTION 4**

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

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## QUESTION 5

Which of the following best describes severance allowances?

- A. A portion of one's salary paid during reserve duty and military leave
- B. A practice of paying a lump sum to employees during a company shutdown
- C. A continuation of an employee's salary after termination
- D. A continuation of a portion of an employee's salary to a beneficiary after the death of an employee

Correct Answer: C

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