

DUMPS ARENA

Total Rewards Management Exam

WorldatWork T1-GR1

Version Demo

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sales@dumpsarena.co

sales@dumpsarena.co
dumpsarena.co

QUESTION NO: 1

What best describes the two primary elements of compensation?

- A. Fixed pay and variable pay
- B. Base pay and annual incentives
- C. Direct and indirect compensation
- D. Salary and hourly rate.

ANSWER: A**QUESTION NO: 2**

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

ANSWER: C**QUESTION NO: 3**

Which statement is most accurate regarding the effect of taxation on the benefits that employers offer?

- A. Taxation has no effect on employee benefits; employers offer benefits for competitive reasons only.
- B. Taxation is the primary reason that employers offer benefits; in the absence of tax incentives, employers would be unlikely to offer them.
- C. Taxation affects the level of benefits offered, the source of benefits and the employer/ employee cost-sharing basis.

ANSWER: C**QUESTION NO: 4**

Which method of job evaluation uses a “whole-job” approach to determine the importance of each job to the company?

- A. Job component
- B. Ranking
- C. Benchmark
- D. Point factor

ANSWER: B

QUESTION NO: 5

What term best describes an effective way to provide ongoing, instant information to those performing the work so that they can monitor their own performance and take steps to improve?

- A. Coaching
- B. Assessing
- C. Rewarding
- D. Grading

ANSWER: A

QUESTION NO: 6

When using a market pricing approach to build a base pay structure, what percentage of job content should typically be similar for a job match to be considered good for benchmarking purposes?

- A. 10% or more
- B. 30% or more
- C. 50% or more
- D. 70% or more.

ANSWER: D

QUESTION NO: 7

Well-executed recognition programs create a more positive work environment through which of the following means?

- A. Employees' sense of belonging and identifying with the organization and its culture are enhanced.
- B. Employees are rewarded only for exhibiting outgoing behaviors.
- C. Rewarded employees receive higher ratings on performance reviews and therefore, larger increases.
- D. Employees are rewarded for perfect attendance.

ANSWER: A

QUESTION NO: 8

Which of the following is a true statement about using recognition plans to drive business results?

- A. Implementing a recognition plan in lieu of a competitive base pay will motivate employees to work harder.
- B. Provides managers a rationale for requesting an increase in departmental recognition budgets.
- C. The behaviors organizations are seeking depends on what type of employees are hired.
- D. Employee basic salary needs must be met before they will begin to appreciate recognition awards.

ANSWER: D

QUESTION NO: 9

Which of the following is a type of variable pay?

- A. Salary
- B. Piece rate
- C. Hourly rate
- D. Commissions.

ANSWER: D

QUESTION NO: 10

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