

DUMPS ARENA

Total Rewards Management Exam

WorldatWork GR1

Version Demo

Total Demo Questions: 10

Total Premium Questions: 90

Buy Premium PDF

<https://dumpsarena.co>

sales@dumpsarena.co

sales@dumpsarena.co
dumpsarena.co

QUESTION NO: 1

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.

ANSWER: B**QUESTION NO: 2**

Carla's job at the XYZ Company evolved over the many years she worked there. As she gained additional knowledge and skills, her responsibilities expanded into many diverse areas. When the time came to update her job description, her supervisor asked Carla to document all of the duties she performed in her area as well as those she had taken on over the years due to her versatility. Based on the above, which of the following statements is most accurate?

- A. The supervisor should not have asked Carla to contribute to the job description. Job descriptions should be developed only by human resources and management.
- B. The job description will be far more relevant than before because of the addition of duties that Carla has taken on over the years.
- C. Although it is useful to have input from the job incumbent, care should be taken to avoid basing the job description on the specific individual who is filling the job.

ANSWER: C**QUESTION NO: 3**

Which of the following combines traditionally segregated time off and leave programs into one policy covering a single block of time?

- A. Personal leave
- B. Sabbatical
- C. Severance allowances
- D. Paid time off (PTO) bank

ANSWER: D

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**

When an employee is sacrificing his or her personal life to manage job responsibilities, what is the first area of work-life that should be examined?

- A. Financial support
- B. Community involvement
- C. Workplace flexibility
- D. Use of paid time off

ANSWER: C**QUESTION NO: 6**

How should appraisers address performance deficiencies on performance appraisals?

- A. Avoid discussing them
- B. Focus the entire appraisal on the areas that need attention
- C. Balance every deficiency with a compliment, even if the compliments are for minor accomplishments
- D. Provide specific information about deficiencies that affect performance

ANSWER: D**QUESTION NO: 7**

Which statement is most accurate regarding the performance management process?

- A. It is a one-time event.

- B. Managers and supervisors should plan and measure performance without input or involvement from subordinates.
- C. Performance standards should be loosely defined, allowing great latitude in measurement.
- D. Mutual respect and trust should be the foundation of the relationship between managers and employees.

ANSWER: D

QUESTION NO: 8

Which of the following identifies appropriate labor market segments and desired competitive position in the market for each employee group?

- A. The mission statement
- B. The business strategy
- C. The total rewards strategy
- D. The organizational vision

ANSWER: C

QUESTION NO: 9

Regarding medical plans, what is the out-of-pocket maximum?

- A. The most that the member will be liable for in relation to co-insurance
- B. The maximum the plan will pay if the member is covered by another insurance plan
- C. The limit the member will be required to pay at each doctor visit
- D. The lifetime limit for benefits to any one employee

ANSWER: A

QUESTION NO: 10

When are informal rewards generally given to employees?

- A. Immediately or shortly after making a positive contribution
- B. Shortly after the performance review
- C. During the merit increase process
- D. At the beginning of each month

ANSWER: A