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## ***Q&A***

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**Exam : GR1**

**Title : Total Rewards Management  
Exam**

**Version : DEMO**

1.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**

2.What is one of the primary elements of total rewards?

- A. Pay for time not worked
- B. Compensation
- C. Organizational culture
- D. Human resources strategy

**Answer: B**

3.Which is the most accurate description of the work-life element of total rewards?

- A. Cash provided by an employer to an employee for his or her efforts and results toward completion of goals
- B. Organizational practices, policies and programs to help employees achieve success within and outside of the workplace
- C. Alignment of organizational, team and individual efforts toward success
- D. Learning experiences designed to enhance employees' skills and competencies

**Answer: B**

4.Which of the following is primarily focused on giving special attention to employee actions, efforts, behavior or performance?

- A. Compensation
- B. Benefits
- C. Career opportunities
- D. Recognition

**Answer: D**

5.Which statement below most accurately describes a company that is using a total rewards approach?

- A. Strives to find the appropriate mix of rewards elements that attract employees
- B. Motivates employees through compensation levels much higher than the competition
- C. Offers competitive benefits so that it can pay lower wages, minimizing compensation and related expenses
- D. Hires highly motivated employees who are willing to do without work-life programs in favor of increased compensation

**Answer: A**