



*Up-to-date Questions and Answers from authentic resources to improve knowledge and pass the exam at very first attempt. ---- Guaranteed.*



*T1-GR1 Dumps  
T1-GR1 Braindumps  
T1-GR1 Real Questions  
T1-GR1 Practice Test  
T1-GR1 Actual Questions*



**Worldatwork**

# T1-GR1

*Total Rewards Management Exam*



Question: 131

Which statement is most accurate regarding organizational performance?

- A. **Individual performance is unrelated to organizational performance.**
- B. **The poor performance of just one individual will disrupt the performance of the entire organization.**
- C. **Performance at every level should be aligned towards achievement of organizational goals.**
- D. **Performance can only be accurately measured at the organizational level.**

Answer: C

Question: 132

What is a shared leave program?

- A. **A contribution of money to a nonprofit entity where a company employee volunteers**
- B. **A donation of vacation time to others facing emergency situations**
- C. **An arrangement to ensure adequate coverage of service during employees' vacations**
- D. **An executive loan to worthy organizations for a period of time.**

Answer: B

Question: 133

A medical benefits plan provision ensuring that the correct plan is paying expenses when the member is covered under more than one plan is known as what?

- A. **Deductible**
- B. **Coinsurance**
- C. **Coordination of benefits**
- D. **Out-of-pocket expenses.**

Answer: C

Question: 134

What is a primary objective of profit-sharing and performance-sharing variable pay plans?

- A. **To achieve organizational cost savings through base pay reductions**
- B. **To increase employee identification with the organization's success**
- C. **To defer compensation expenses to future reporting periods**
- D. **To reward individual employees for some significant contribution.**

Answer: B

Question: 135

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

### Question: 136

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.**

Answer: A

### Question: 137

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: 138

Which of the following best describes midpoint-to-midpoint differentials?

- A. The ordering of jobs from highest to lowest**
- B. The market wage for a particular job compared to a specific company's wage for the job**
- C. The adjustments to midpoints based on geographic differentials**
- D. The difference in wage rates paid at the midpoint of two adjacent grades.**

Answer: D

### Question: 139

When would an employee most likely receive a differential in addition to the regular hourly rate?

- A. When working in more than one department**
- B. When working less time than his or her normal schedule**
- C. When working in locations other than the corporate office**
- D. When working a holiday or weekend.**

Answer: D

### Question: 140

An employee and his manager have decided that he will type reports with no more than one error per five pages. Which type of performance standard are they using?

- A. Quality**
- B. Time**
- C. Process**

Answer: A

### Question: 141

How should learning opportunities to enhance a current job best be determined?

- A. By each employee's pay grade**
- B. By what is available on the annual development schedule**
- C. By what is appropriate for the business and the job**
- D. By what the manager thinks the employee should have**

Answer: C

### Question: 142

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: 143

What does a total rewards strategy identify?

- A. The organization's reason for existence**
- B. The optimal mix of reward elements**
- C. The organization's primary competitors**
- D. The organization's ability to pay for performance.**

Answer: B

### Question: 144

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



# SAMPLE QUESTIONS

*These questions are for demo purpose only. **Full version is up to date and contains actual questions and answers.***

*Killexams.com is an online platform that offers a wide range of services related to certification exam preparation. The platform provides actual questions, exam dumps, and practice tests to help individuals prepare for various certification exams with confidence. Here are some key features and services offered by Killexams.com:*

**Actual Exam Questions:** *Killexams.com provides actual exam questions that are experienced in test centers. These questions are updated regularly to ensure they are up-to-date and relevant to the latest exam syllabus. By studying these actual questions, candidates can familiarize themselves with the content and format of the real exam.*

**Exam Dumps:** *Killexams.com offers exam dumps in PDF format. These dumps contain a comprehensive collection of questions and answers that cover the exam topics. By using these dumps, candidates can enhance their knowledge and improve their chances of success in the certification exam.*

**Practice Tests:** *Killexams.com provides practice tests through their desktop VCE exam simulator and online test engine. These practice tests simulate the real exam environment and help candidates assess their readiness for the actual exam. The practice tests cover a wide range of questions and enable candidates to identify their strengths and weaknesses.*

**Guaranteed Success:** *Killexams.com offers a success guarantee with their exam dumps. They claim that by using their materials, candidates will pass their exams on the first attempt or they will refund the purchase price. This guarantee provides assurance and confidence to individuals preparing for certification exams.*

**Updated Content:** *Killexams.com regularly updates its question bank and exam dumps to ensure that they are current and reflect the latest changes in the exam syllabus. This helps candidates stay up-to-date with the exam content and increases their chances of success.*

**Technical Support:** *Killexams.com provides free 24x7 technical support to assist candidates with any queries or issues they may encounter while using their services. Their certified experts are available to provide guidance and help candidates throughout their exam preparation journey.*

For More exams visit <https://killexams.com/vendors-exam-list>  
*Kill your exam at First Attempt....Guaranteed!*