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# T1-GR1

*Total Rewards Management Exam*

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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

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