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### NEW QUESTION: 1

How far do broadbanded pay ranges stretch from minimum to maximum?

- A. 50% to 100%
- B. 10% to 30%
- C. 30% to 50%
- D. 100% to 300%

Answer: D ([LEAVE A REPLY](#))

### NEW QUESTION: 2

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 for perfect attendance.
- C. Rewarded employees receive higher ratings on performance reviews and therefore, larger increases.
- D. Employees are rewarded only for exhibiting outgoing behaviors.

Answer: A ([LEAVE A REPLY](#))

### NEW QUESTION: 3

Which of the following is an example of a proactive wellness strategy a company can implement in the workplace?

- A. On-site fitness program
- B. Concierge service

- C. Product/service discounts
- D. Career counseling

**Answer:** [\(SHOW ANSWER\)](#)

**NEW QUESTION: 4**

What does a performance standard specify?

- A. The reward that can be earned
- B. The experience required to achieve the goal or objective
- C. The time required for satisfactory performance
- D. The expected outcome

**Answer:** [D \(LEAVE A REPLY\)](#)

**NEW QUESTION: 5**

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. Tenure
- B. Cost-of-living
- C. Market
- D. Automatic

**Answer:** [C \(LEAVE A REPLY\)](#)

**NEW QUESTION: 6**

Which of the following formal recognition approaches is designed to specifically help bring new employees into the organization?

- A. Paid time off
- B. Gift certificates
- C. Paid travel
- D. Recruitment bonus

**Answer:** [D \(LEAVE A REPLY\)](#)

**NEW QUESTION: 7**

Which of the following is the most frequently used form of job documentation?

- A. Nature of work
- B. Level of work
- C. Job specifications
- D. Job descriptions

**Answer:** [D \(LEAVE A REPLY\)](#)

**NEW QUESTION: 8**

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

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

**Answer:** [\(SHOW ANSWER\)](#)

**NEW QUESTION: 9**

What is a shared leave program?

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

**Answer:** [\(SHOW ANSWER\)](#)

**NEW QUESTION: 10**

A company is sponsoring a diversity awareness fair for employees. Which category of work-life is the company trying to promote?

- A. Culture change
- B. Corporate citizenship
- C. Caring for dependents
- D. Internal sharing

**Answer:** [A \(LEAVE A REPLY\)](#)

**NEW QUESTION: 11**

Which of the following formal recognition approaches has the advantage of aligning awards to the company?

- A. Gift certificates
- B. Company merchandise
- C. Flexible work schedules
- D. Telecommuting

**Answer:** [B \(LEAVE A REPLY\)](#)

**NEW QUESTION: 12**

How should appraisers address performance deficiencies on performance appraisals?

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

**Answer:** [A \(LEAVE A REPLY\)](#)

**NEW QUESTION: 13**

Which of the following is a type of variable pay?

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

**Answer: (SHOW ANSWER)**

**NEW QUESTION: 14**

Work-life effectiveness includes a philosophy that actively supports which of the following?

- A. Employees' efforts to telework whenever they wish
- B. The Board's attempt to influence the company's day-to-day operations
- C. Organizational business objectives
- D. Efforts to help employees achieve success both at work and at home

**Answer: D (LEAVE A REPLY)**

**NEW QUESTION: 15**

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

**Answer: A (LEAVE A REPLY)**

**NEW QUESTION: 16**

Health care systems in different world regions are influenced by the beliefs, values, culture and perceptions regarding the role of whom in providing health care to its citizens?

- A. The role of shareholders
- B. The role of company executives
- C. The role of physicians
- D. The role of government

**Answer: (SHOW ANSWER)**

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**NEW QUESTION: 17**

As a general rule, how often should employees receive performance feedback?

- A. Once a year at the annual performance review
- B. Only as often as is comfortable for the supervisor
- C. Once a day, preferably early in the morning
- D. On an ongoing basis as appropriate

**Answer: D ([LEAVE A REPLY](#))**

**NEW QUESTION: 18**

Which of the following is an organization's statement about what it wants to become?

- A. Corporate vision
- B. Business strategy
- C. Human resources strategy
- D. Corporate mission

**Answer: A ([LEAVE A REPLY](#))**

**NEW QUESTION: 19**

Which of the following best describes severance allowances?

- A. A portion of one's salary paid during reserve duty and military leave
- B. A continuation of a portion of an employee's salary to a beneficiary after the death of an employee
- C. A practice of paying a lump sum to employees during a company shutdown
- D. A continuation of an employee's salary after termination

**Answer: ([SHOW ANSWER](#))**

**NEW QUESTION: 20**

Upon which criterion are step increases typically based?

- A. Individual performance
- B. Longevity
- C. Market adjustment
- D. Skills

**Answer: B ([LEAVE A REPLY](#))**

**NEW QUESTION: 21**

Which of the following is a true statement regarding the talent development needs of employees?

- A. Obtaining and developing skills provides leverage for the employee to seek more compensation.

**B.** If employees believe their skills will fall behind their professional peers, they will be afraid to look for another job.

**C.** Opportunities for career advancement are important to employees in their decisions to either join or leave an organization.

**Answer: C (LEAVE A REPLY)**

**NEW QUESTION: 22**

Which type of variable pay is best described by this statement: Criteria are discretionary and often defined in broad terms such as "exceptional customer service"?

**A.** Profit-sharing

**B.** Recognition

**C.** Bonus

**D.** Commission

**Answer: (SHOW ANSWER)**

**NEW QUESTION: 23**

When building a job worth hierarchy, which step involves the systematic, formal study of the duties and responsibilities that comprise job content?

**A.** Job analysis

**B.** Job documentation

**C.** Job evaluation

**D.** Job worth hierarchy

**Answer: A (LEAVE A REPLY)**

**NEW QUESTION: 24**

Which of the following best describes a form of base pay that is a fixed weekly, biweekly or monthly payment?

**A.** Salary

**B.** Piece rate

**C.** Hourly rate

**D.** Bonuses

**Answer: A (LEAVE A REPLY)**

**NEW QUESTION: 25**

As a general rule, how often should employees receive performance feedback?

**A.** Only as often as is comfortable for the supervisor

**B.** Once a day, preferably early in the morning

**C.** Once a year at the annual performance review

**D.** On an ongoing basis as appropriate

**Answer: D (LEAVE A REPLY)**

**NEW QUESTION: 26**

Who is generally responsible for articulating the HR strategy?

- A. Board of directors
- B. Senior management
- C. Human resources leadership
- D. Outside consultants

**Answer: C ([LEAVE A REPLY](#))**

**NEW QUESTION: 27**

Which of the following benefits are usually offered at the discretion of the employer?

- A. Disability (occupational)
- B. Retirement plans
- C. Unemployment insurance
- D. Social security programs

**Answer: B ([LEAVE A REPLY](#))**

**NEW QUESTION: 28**

Why should the annual development and career opportunities discussion take place separately from the performance discussion?

- A. To change the focus from reviewing past performance to planning for future performance
- B. To allow both the manager and employee to have a "cooling off" period
- C. To allow human resources adequate time to post new job opportunities
- D. To allow the manager to rank the employee after the performance discussion

**Answer: A ([LEAVE A REPLY](#))**

**NEW QUESTION: 29**

Employer-sponsored death benefits are most commonly based on which of the following?

- A. The employee's annual salary
- B. The size of the employee's family
- C. The employee's health history
- D. The employee's premium contributions

**Answer: ([SHOW ANSWER](#))**

**NEW QUESTION: 30**

What are usual, customary and reasonable charges (UCR)?

- A. The charges that are typically paid up front by a plan participant for services rendered.
- B. The charges that are published annually in the Global Insurers' Medical Cost Comparison Guide
- C. The charges that an insurance carrier determines are normal for a particular medical procedure within a specific geographical area

D. The charges that are allowable for any given medical procedure with no pre-treatment authorization

**Answer: C (LEAVE A REPLY)**

**NEW QUESTION: 31**

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

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

**Answer: A (LEAVE A REPLY)**

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**NEW QUESTION: 32**

A company is sponsoring a diversity awareness fair for employees. Which category of work-life is the company trying to promote?

- A. Internal sharing
- B. Culture change
- C. Corporate citizenship
- D. Caring for dependents

**Answer: B (LEAVE A REPLY)**

**NEW QUESTION: 33**

At a company communications event, several employees were awarded certificates for their roles in improving customer service. Later, their manager noticed some of the certificates in the trash bin. Which essential element for success did the manager miss?

- A. Link rewards to the performance evaluation
- B. Make sure that measurement is accurate
- C. Reward group or team accomplishments
- D. Employ meaningful rewards

**Answer: (SHOW ANSWER)**

**NEW QUESTION: 34**

Which of the following is the best source for identifying the relative importance of various rewards elements to different work groups?

- A. Candidates for employment
- B. Senior management
- C. Employees
- D. Board of directors

**Answer: C (LEAVE A REPLY)**

**NEW QUESTION: 35**

How should learning opportunities to accomplish a career plan best be determined?

- A. By considering the minimum competencies needed to move up to the next pay grade
- B. By considering how much the employee likes his or her current position
- C. By considering emerging and future trends in the employee's professional field
- D. By considering what opportunities would enable the employee to move to competing organizations

**Answer: C (LEAVE A REPLY)**

**NEW QUESTION: 36**

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

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

**Answer: B (LEAVE A REPLY)**

**NEW QUESTION: 37**

Which of the following best describes one of the purposes of job analysis?

- A. To determine appropriate benefits options
- B. To identify job families and career paths
- C. To rate the performance of specific employees

**Answer: B (LEAVE A REPLY)**

**NEW QUESTION: 38**

Which of the following is a nonquantitative method of job evaluation?

- A. Point factor
- B. Job content
- C. Ranking
- D. Rating

**Answer: C (LEAVE A REPLY)**

**NEW QUESTION: 39**

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 job description will be far more relevant than before because of the addition of duties that Carla has taken on over the years.
- B. The supervisor should not have asked Carla to contribute to the job description. Job descriptions should be developed only by human resources and management.
- 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 (LEAVE A REPLY)**

**NEW QUESTION: 40**

How far do broadbanded pay ranges stretch from minimum to maximum?

- A. 100% to 300%
- B. 50% to 100%
- C. 10% to 30%
- D. 30% to 50%

**Answer: A (LEAVE A REPLY)**

**NEW QUESTION: 41**

Which of the following is the best example of an advancement opportunity?

- A. Career ladder and pathway
- B. Compliance training
- C. Attendance at technology training
- D. Association membership

**Answer: A (LEAVE A REPLY)**

**NEW QUESTION: 42**

Which of the following is the most accurate statement about the business strategy?

- A. It is the company's plan for competitive positioning of its products or services.
- B. It must be written after the company's operating plans are approved by senior management.
- C. It usually is a secondary consideration in compensation design.
- D. It is developed for compensation, benefits and the work-life using the HR strategy as a basis.

**Answer: A (LEAVE A REPLY)**

**NEW QUESTION: 43**

What should managers look at to decide if recognition should be in the form of cash or noncash?

- A. Financial need of employee being recognized
- B. The rating an employee received at his/her last performance review
- C. Whether or not cash will be taxed
- D. The behavior being rewarded

**Answer: D ([LEAVE A REPLY](#))**

**NEW QUESTION: 44**

Which of the following statements is most accurate regarding pay grades/bands?

- A. They may overlap with minimums and maximums falling within adjoining grades
- B. They represent the difference between the midpoint and the maximum of a given salary grade
- C. They include incentives that are paid out at certain times of the year
- D. They identify the actual compensation paid to each employee

**Answer: A ([LEAVE A REPLY](#))**

**NEW QUESTION: 45**

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: ([SHOW ANSWER](#))**

**NEW QUESTION: 46**

Which of the following shows the proper sequence for development of the total rewards strategy?

- A. Business strategy Total rewards strategy Business mission HR strategy
- B. Total rewards strategy HR strategy Business strategy Business mission
- C. Business vision Business strategy HR strategy Total rewards strategy
- D. HR strategy Business strategy Business vision Total rewards strategy

**Answer: C ([LEAVE A REPLY](#))**

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**NEW QUESTION: 47**

What typically happens when employees continually upgrade and build new skills?

- A. They become bored with their current jobs.
- B. Their competitiveness increases.
- C. Their level of performance increases.
- D. They demand higher pay

**Answer: C ([LEAVE A REPLY](#))**

**NEW QUESTION: 48**

What guides the design of all total rewards programs?

- A. The human resources strategy
- B. The total rewards strategy
- C. The business strategy
- D. The business vision

**Answer: B ([LEAVE A REPLY](#))**

**NEW QUESTION: 49**

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

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

**Answer: ([SHOW ANSWER](#))**

**NEW QUESTION: 50**

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

**Answer: ([SHOW ANSWER](#))**

**NEW QUESTION: 51**

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. Tenure
- B. Automatic
- C. Market
- D. Cost-of-living

**Answer: C ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 52**

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. Time
- B. Quality
- C. Process

**Answer: B ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 53**

It has been noted that an employee learns rapidly during the first few years on the job, after which time the rate of learning begins to slow. How can organizations address this in their pay programs?

- A. Provide fixed dollar amount increases to all employees in the salary range.
- B. Provide larger increases as a percentage of base pay to newer employees.
- C. Re-evaluate the job itself more frequently.
- D. Provide less frequent increases to newer employees.

**Answer: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 54**

Work-life programs began in many organizations in response to the growing need of dual income parents for child care resource and referral services. These dependent care services have greatly expanded to include which of the following programs?

- A. Sabbaticals
- B. Financial wellness
- C. Elder care support
- D. Concierge services

**Answer: C ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 55**

Which of the following statements best describes defined benefit (DB) plans?

- A. They are often integrated with government-sponsored programs.
- B. Individual accounts must be maintained for each participant.

- C. Employees are at risk for financial resources.
- D. There is no promise of a specific benefit at retirement.

**Answer: A ([LEAVE A REPLY](#))**

**NEW QUESTION: 56**

What type of pay increase is given when an organization finds that its compensation program is behind competitive market rates?

- A. General
- B. Automatic
- C. Merit
- D. Cost of living

**Answer: A ([LEAVE A REPLY](#))**

**NEW QUESTION: 57**

What are the three most common part-time options under the workplace flexibility category?

- A. Flex time, telecommuting and shift flexibility
- B. Regular part-time work, shift flexibility and telecommuting
- C. Regular part-time work, phased return from leave, and phased retirement
- D. Flex time, phased retirement, and phased return from leave

**Answer: ([SHOW ANSWER](#))**

**NEW QUESTION: 58**

Why are lump-sum increases generally used?

- A. To reward employees under short-term incentive plans
- B. To control annual fixed costs from base pay adjustments
- C. To make up for benefits not provided by the organization
- D. To elevate employees who are below the midpoint in the range

**Answer: B ([LEAVE A REPLY](#))**

**NEW QUESTION: 59**

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

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

**Answer: B ([LEAVE A REPLY](#))**

**NEW QUESTION: 60**

Which of the following phrases best describes behavioral engagement by employees?

- A. Showing passion for work

- B. Values aligned with those of the organization
- C. Performing at an optimal level
- D. Feeling invested in corporate outcomes/results

**Answer: C ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 61**

The number of pay structures in an organization is most likely to be influenced by which of the following?

- A. The organization's financial condition
- B. The demographics of the workforce
- C. The diversity of jobs
- D. The organizations policies regarding centralized pay administration

**Answer: C ([LEAVE A REPLY](#))**

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#### **NEW QUESTION: 62**

Cash compensation is a reward intended to provide what type of motivation?

- A. Intrinsic
- B. Extrinsic

**Answer: B ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 63**

Which of the following is an organization's statement about what it wants to become?

- A. Human resources strategy
- B. Business strategy
- C. Corporate vision
- D. Corporate mission

**Answer: C ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 64**

Which of the following statements best describes workplace flexibility as a deeply embedded cultural strategic advantage for an organization?

- A. Flexibility is strategic and viewed as an essential element in achieving organization success.
- B. Employees feel free to request flexible work arrangements as needed.
- C. Some departments use flexible work arrangements but they are inconsistent and not organizationwide.
- D. Flexibility may take place on a case-by case basis.

**Answer: (SHOW ANSWER)**

**NEW QUESTION: 65**

What is a primary purpose of pay grades or bands?

- A. To meet legal and regulatory requirements for classifying jobs according to market value
- B. To identify a compensation range in which to group multiple jobs with similar value
- C. To justify paying some employees less than market based on internal administrative limitations
- D. To provide documentation that supports termination decisions

**Answer: B (LEAVE A REPLY)**

**NEW QUESTION: 66**

What type of performance standard specifies the steps necessary to complete a job duty?

- A. Time
- B. Process
- C. Quality
- D. Quantity

**Answer: B (LEAVE A REPLY)**

**NEW QUESTION: 67**

Why are lump-sum increases generally used?

- A. To control annual fixed costs from base pay adjustments
- B. To make up for benefits not provided by the organization
- C. To reward employees under short-term incentive plans
- D. To elevate employees who are below the midpoint in the range

**Answer: A (LEAVE A REPLY)**

**NEW QUESTION: 68**

What is the most common form of recognition?

- A. Cash
- B. Verbal recognition
- C. Merchandise chosen from an award catalog
- D. Trophies

**Answer: A (LEAVE A REPLY)**

**NEW QUESTION: 69**

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

**Answer: B ([LEAVE A REPLY](#))**

**NEW QUESTION: 70**

Which of the following statements best describes defined benefit (DB) plans?

- A. They are often integrated with government-sponsored programs.
- B. There is no promise of a specific benefit at retirement.
- C. Individual accounts must be maintained for each participant.
- D. Employees are at risk for financial resources.

**Answer: ([SHOW ANSWER](#))**

**NEW QUESTION: 71**

Which of the following represents one of the reasons why employers need to be aware of the organization's talent development needs?

- A. They should find out what training their employees need and schedule them for educational classes.
- B. They must develop a career path for each employee and receive Board approval.
- C. They must anticipate future workforce needs and provide learning opportunities to prepare employees for these roles.
- D. They need to proactively take ownership of the career development of their employees.

**Answer: C ([LEAVE A REPLY](#))**

**NEW QUESTION: 72**

Which of the following is typically considered a health care benefit?

- A. Defined benefit plan
- B. Vision plan
- C. Defined contribution plan
- D. Death benefits

**Answer: B ([LEAVE A REPLY](#))**

**NEW QUESTION: 73**

Which of the following is the best definition of variable pay?

- A. Compensation that is determined by the organization's pay structure

**B.** Compensation that is nondiscretionary and does not vary according to performance or results

**C.** Compensation that is given in the form of perquisites such as a company car, fitness membership, paid training, etc.

**D.** Compensation that is contingent on discretion, performance or results

**Answer: D ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 74**

Which of these results-driven recognition programs focuses on individual employees who perform particularly well in some aspect of their job?

**A.** Specific results and behaviors

**B.** Peer-to-peer

**C.** Symbolic award

**D.** Above-and-beyond performance

**Answer: D ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 75**

Which of the following is an example of the creative use of paid and unpaid time off in the work-life portfolio?

**A.** Vacation Sharing

**B.** A corporate matching gift program

**C.** A mentoring program

**D.** A 401(k) plan

**Answer: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 76**

What best defines career opportunities in relation to total rewards?

**A.** Opportunities that promote career moves into competing organizations

**B.** Plans that may include advancement into more responsible positions within the organization

**C.** Opportunities for employees to apply for open positions during a reduction in force

**D.** Plans for succession of roles and responsibilities of a particular position

**Answer: ([SHOW ANSWER](#))**

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**NEW QUESTION: 77**

Which of the following is the most frequently used form of job documentation?

- A. Job descriptions
- B. Job specifications
- C. Nature of work
- D. Level of work

**Answer: A ([LEAVE A REPLY](#))**

**NEW QUESTION: 78**

Which of the following statements best describes defined contribution (DC) plans?

- A. The employee assumes the risk for the investments.
- B. They require complex actuarial calculations and assumptions.
- C. The benefit is based on a formula that considers pay and service.
- D. They generally provide better benefits to employees with longer service.

**Answer: ([SHOW ANSWER](#))**

**NEW QUESTION: 79**

What is continuing to contribute most to the current rise in the cost of benefits programs?

- A. Increasing cost of communication
- B. Rising costs for health care
- C. Increasing cost of enterprise software systems
- D. Rising salaries for support staff

**Answer: ([SHOW ANSWER](#))**

**NEW QUESTION: 80**

What guides the design of all human resources programs?

- A. The business strategy
- B. The corporate mission
- C. Program design and administration
- D. The human resources strategy

**Answer: D ([LEAVE A REPLY](#))**

**NEW QUESTION: 81**

What best defines career opportunities in relation to total rewards?

- A. Plans that may include advancement into more responsible positions within the organization
- B. Opportunities for employees to apply for open positions during a reduction in force
- C. Plans for succession of roles and responsibilities of a particular position

D. Opportunities that promote career moves into competing organizations

Answer: A ([LEAVE A REPLY](#))

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