

GR1^{Q&As}

Total Rewards Management Exam

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QUESTION 1

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

Correct Answer: C

QUESTION 2

What employee needs are most commonly addressed by work-life programs?

- A. Financial
- B. Intrinsic
- C. Retirement
- D. Insurance.

Correct Answer: B

QUESTION 3

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

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

Correct Answer: A

QUESTION 4

In which of the following plan contribution models have medical plans traditionally been offered?

- A. Defined contribution
- B. Preferred Provider Option

C. Consumer-Driven Health Care

D. Defined benefit

Correct Answer: B

QUESTION 5

Who is generally responsible for articulating the HR strategy?

A. Human resources leadership

B. Outside consultants

C. Senior management

D. Board of directors.

Correct Answer: A

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