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QUESTION 1

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

QUESTION 2

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

- A. Concierge service
- B. Career counseling
- C. On-site fitness program
- D. Product/service discounts.

Correct Answer: C

QUESTION 3

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

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

Correct Answer: C

QUESTION 4

Which statement is most accurate regarding the effect of taxation on the benefits that employers offer?

- A. Taxation has no effect on employee benefits; employers offer benefits for competitive reasons only.
- B. Taxation is the primary reason that employers offer benefits; in the absence of tax incentives, employers would be

unlikely to offer them.

C. Taxation affects the level of benefits offered, the source of benefits and the employer/employee cost-sharing basis.

Correct Answer: C

QUESTION 5

What best defines the organization's purpose or reason for existence?

A. The corporate mission

B. The business strategy

C. The compensation strategy

D. The corporate vision

Correct Answer: A

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