

# GR1<sup>Q&As</sup>

Total Rewards Management Exam

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**QUESTION 1**

Which of the following leads to the specific performance objectives for an organization?

- A. Performance standards
- B. Human resources strategy
- C. Performance measures
- D. Business strategy.

Correct Answer: D

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**QUESTION 2**

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

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

Correct Answer: C

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**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

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**QUESTION 4**

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

- A. It usually is a secondary consideration in compensation design.
- B. It is the company's plan for competitive positioning of its products or services.

- C. It must be written after the company's operating plans are approved by senior management.
- D. It is developed for compensation, benefits and the work life effectiveness using the HR strategy as a basis.

Correct Answer: B

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**QUESTION 5**

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.

Correct Answer: A

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**QUESTION 6**

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

Correct Answer: B

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**QUESTION 7**

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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**QUESTION 8**

Why is it important for organizations to measure the effectiveness of their learning, coaching/mentoring and advancement/career programs?

- A. To increase turnover to get new people with new ideas to join the organization
- B. To establish a baseline for employee engagement
- C. To improve the rate at which internal job roles are filled
- D. To design a better performance management system

Correct Answer: D

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#### QUESTION 9

Why is it important TR professionals to understand economic conditions?

- A. They are internal influences that drive organizational culture.
- B. They provide a framework for designing rewards packages throughout an organization.
- C. They determine what programs may be legally applied in any given location.
- D. They require timely responses in adjusting programs to meet changing situations.

Correct Answer: B

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#### QUESTION 10

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

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

Correct Answer: B

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#### QUESTION 11

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

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**QUESTION 12**

Which statement is most accurate regarding the performance management process?

- A. It is a one-time event.
- B. Managers and supervisors should plan and measure performance without input or involvement from subordinates.
- C. Performance standards should be loosely defined, allowing great latitude in measurement.
- D. Mutual respect and trust should be the foundation of the relationship between managers and employees.

Correct Answer: D

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**QUESTION 13**

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 the manager to rank the employee after the performance discussion
- C. To allow both the manager and employee to have a "cooling off" period
- D. To allow human resources adequate time to post new job opportunities.

Correct Answer: A

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**QUESTION 14**

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

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

Correct Answer: B

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**QUESTION 15**

What is a disadvantage of delivering a merit increase as a percent of base pay?

- A. Employees with the same performance receive different monetary increases
- B. Employees with the same performance receive the same monetary increase.
- C. Employees who are lower in the range receive larger monetary increases.

Correct Answer: A

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