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Question 1

Question Type: MultipleChoice

What is the purpose of the annual total rewards statement?

Options:

- A- To explain the various rewards programs available to employees
- B- To describe the tax implications of different rewards
- C- To summarize for senior management the total expense attributable to rewards programs
- D- To individually quantify the value of employees' total rewards packages

Answer:

D

Question 2

Question Type: MultipleChoice

After revising or enhancing total rewards programs, what should the TR practitioner do to ensure business alignment?

Options:

- A- Revisit the TR program design and administration
- B- Revisit the total rewards strategy
- C- Revisit the human resources strategy
- D- Revisit the corporate vision and mission

Answer:

D

Question 3

Question Type: MultipleChoice

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

Options:

- 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

Answer:

C

Question 4

Question Type: MultipleChoice

Which of the following would be an appropriate question for an organization to ask itself in order to measure if the organization's investment in talent development has been effective?

Options:

- A- Has our organization conducted an employee satisfaction survey?

- B-** Are sufficient numbers of employees adequately developed to assume roles as they are vacated?
- C-** Have our salary budgets increased?
- D-** How many staff have been promoted in the last 12 months?

Answer:

B

Question 5

Question Type: MultipleChoice

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

Options:

- A-** If employees believe their skills will fall behind their professional peers, they will be afraid to look for another job.
- B-** Obtaining and developing skills provides leverage for the employee to seek more compensation.
- C-** Opportunities for career advancement are important to employees in their decisions to either join or leave an organization.

Answer:

C

Question 6

Question Type: MultipleChoice

Why is understanding the organization's business strategy key to planning for future human capital needs?

Options:

- A-** To make certain turnover remains low at all times
- B-** To ensure there are never any unanticipated job vacancies in the organization
- C-** To ensure that the number of employees with the right skills are available to meet future organizational requirements
- D-** To make certain company recruiters know how many job ads to place

Answer:

C

Question 7

Question Type: MultipleChoice

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

Options:

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

Answer:

B

Question 8

Question Type: MultipleChoice

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?

Options:

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

Answer:

C

Question 9

Question Type: MultipleChoice

What is the primary goal of a merit pay program?

Options:

- A- To link pay to the competitive market rate of each job
- B- To link pay to years of experience in a particular job
- C- To link pay to performance in a manner that is consistent with the mission of the organization
- D- To link pay to organizational performance

Answer:

C

Question 10

Question Type: MultipleChoice

What does the size of a merit increase have to do with the success of a merit pay program?

Options:

- A- Increases must be equitable within a department.

- B-** Increases must not be deemed inconsequential to employees.
- C-** Increases given to star employees must be at least triple that of those given to average performers.
- D-** Even small increases should not be given to less-than-average performers.

Answer:

B

Question 11

Question Type: MultipleChoice

What is the third component to pay for performance systems?

Options:

- A-** Assessment
- B-** Communicate links
- C-** Determine rewards
- D-** Conduct performance discussion

Answer:

A

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