



Free Questions for GR1

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Question 1

Question Type: MultipleChoice

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

Options:

- A- The corporate mission
- B- The business strategy
- C- The compensation strategy
- D- The corporate vision



Answer:

A

Question 2

Question Type: MultipleChoice

In general, what should occur first in the performance management process?

Options:

- A- Conduct performance discussion
- B- Define goals, standards and measures
- C- Conduct career opportunities discussion
- D- Determine rewards



Answer:

B

Question 3

Question Type: MultipleChoice

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

Options:

- A- A corporate matching gift program
- B- A 401(k) plan
- C- A mentoring program
- D- Vacation Sharing

Answer:

D

Question 4

Question Type: MultipleChoice



Upon which criterion are step increases typically based?

Options:

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

Answer:

B

Question 5

Question Type: MultipleChoice



When are informal rewards generally given to employees?

Options:

- A- Immediately or shortly after making a positive contribution
- B- Shortly after the performance review
- C- During the merit increase process
- D- At the beginning of each month

Answer:

A

Question 6

Question Type: MultipleChoice

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

Options:

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

Answer:

D

Question 7

Question Type: MultipleChoice

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

Options:

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

Answer:

B

Question 8

Question Type: MultipleChoice

Why are lump-sum increases generally used?

Options:

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

Answer:

A

Question 9

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

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