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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

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

Options:

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

Answer:

A

Question 3

Question Type: MultipleChoice

Which of the following is the best example of an advancement opportunity?

Options:

- A- Attendance at technology training
- B- Association membership
- C- Career ladder and pathway
- D- Compliance training

Answer:

C

Question 4

Question Type: MultipleChoice

What is the best example of a coaching or mentoring opportunity?

Options:

- A- Sabbatical

- B- On-line self-directed training
- C- Participating in a major project
- D- Exposure to internal experts

Answer:

D

Question 5

Question Type: MultipleChoice

How should learning opportunities to accomplish a career plan best be determined?

Options:

- A- By considering emerging and future trends in the employee's professional field
- B- By considering what opportunities would enable the employee to move to competing organizations
- C- By considering how much the employee likes his or her current position
- D- By considering the minimum competencies needed to move up to the next pay grade

Answer:

A

Question 6

Question Type: MultipleChoice

How should learning opportunities to enhance a current job best be determined?

Options:

- A- By each employee's pay grade
- B- By what is available on the annual development schedule
- C- By what is appropriate for the business and the job
- D- By what the manager thinks the employee should have

Answer:

C

Question 7

Question Type: MultipleChoice

Why should the annual development and career opportunities discussion take place separately from the performance discussion?

Options:

- 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

Answer:

A

Question 8

Question Type: MultipleChoice

What typically happens when employees continually upgrade and build new skills?

Options:

- A- They demand higher pay
- B- Their level of performance increases.
- C- They become bored with their current jobs.
- D- Their competitiveness increases.

Answer:

B

Question 9

Question Type: MultipleChoice

What best defines career opportunities in relation to total rewards?

Options:

- A- Plans for succession of roles and responsibilities of a particular position
- B- Opportunities that promote career moves into competing organizations
- C- Plans that may include advancement into more responsible positions within the organization
- D- Opportunities for employees to apply for open positions during a reduction in force

Answer:

C

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