



**Free Questions for GR1 by dumpsheet**

**Shared by Morris on 12-12-2023**

**For More Free Questions and Preparation Resources**

**Check the Links on Last Page**

## Question 1

---

**Question Type:** MultipleChoice

---

Which of these results-driven recognition programs focuses on individual employees who perform particularly well in some aspect of their job?

**Options:**

---

- A- Peer-to-peer
- B- Specific results and behaviors
- C- Symbolic award
- D- Above-and-beyond performance

**Answer:**

---

D

## Question 2

---

**Question Type:** MultipleChoice

---

Which of the following is an important way recognition programs accelerate business performance?

**Options:**

---

- A- They formalize the recognition process.
- B- They allow employees to set their own goals for recognition.
- C- They recognize accomplishments that contribute to organizational success.
- D- They allow managers to rate employee performance more often than just at the performance review.

**Answer:**

---

C

## Question 3

---

**Question Type: MultipleChoice**

---

Well-executed recognition programs create a more positive work environment through which of the following means?

**Options:**

---

- A- Employees' sense of belonging and identifying with the organization and its culture are enhanced.
- B- Employees are rewarded only for exhibiting outgoing behaviors.
- C- Rewarded employees receive higher ratings on performance reviews and therefore, larger increases.
- D- Employees are rewarded for perfect attendance.

**Answer:**

---

A

## Question 4

---

**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 5

---

**Question Type:** MultipleChoice

---

Which of the following is a true statement about the creative use of paid and unpaid time off category in the work-life portfolio?

**Options:**

---

- A-** It is primarily unpaid.
- B-** Volunteerism is an example in this category.
- C-** Its only purpose is to allow employees to spend time with family.
- D-** Emergency flexibility is not an example in this category.

**Answer:**

---

B

## Question 6

---

**Question Type: MultipleChoice**

---

Which of the following is considered a voluntary financial benefit program?

**Options:**

---

- A- Adoption Assistance
- B- Legal resources & referrals
- C- Employee discounts
- D- Credit counseling services

**Answer:**

---

A

## Question 7

---

**Question Type:** MultipleChoice

---

Which of the following statements best describes workplace flexibility as a deeply embedded cultural strategic advantage for an organization?

### Options:

---

- A- Flexibility is strategic and viewed as an essential element in achieving organization success.
- B- Flexibility may take place on a case-by case basis.
- C- Employees feel free to request flexible work arrangements as needed.
- D- Some departments use flexible work arrangements but they are inconsistent and not organizationwide.

### Answer:

---

C

## Question 8

---

**Question Type:** MultipleChoice

---

Although there may be evidence for the need to implement a work-life program, upper management will not buy in unless which of the following is presented?

**Options:**

---

- A- An employee survey with results showing interest
- B- The outcomes of several employee and management focus groups
- C- A compelling business case
- D- Line management support

**Answer:**

---

C

## Question 9

---

**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 10

---

**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 11

---

**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 12

---

**Question Type: MultipleChoice**

---

Which of these results-driven recognition programs focuses on individual employees who perform particularly well in some aspect of their job?

**Options:**

---

**A-** Peer-to-peer

**B-** Specific results and behaviors

**C-** Symbolic award

**D-** Above-and-beyond performance

**Answer:**

---

D

**To Get Premium Files for GR1 Visit**

**<https://www.p2pexams.com/products/gr1>**

**For More Free Questions Visit**

**<https://www.p2pexams.com/worldatwork/pdf/gr1>**

