



Worldatwork GR1 Mock Exam

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Question 1

Question Type: MultipleChoice

Upon which criterion are step increases typically based?

Options:

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



Answer:

B

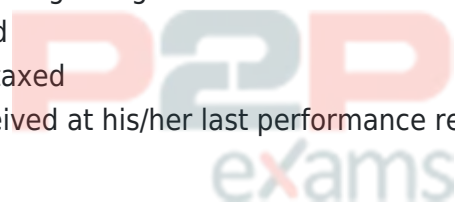
Question 2

Question Type: MultipleChoice

What should managers look at to decide if recognition should be in the form of cash or noncash?

Options:

- A- Financial need of employee being recognized
- B- The behavior being rewarded
- C- Whether or not cash will be taxed
- D- The rating an employee received at his/her last performance review



Answer:

B

Question 3

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 4

Question Type: MultipleChoice

Which statement below most accurately describes a company that is using a total rewards approach?

Options:

- A- Strives to find the appropriate mix of rewards elements that attract employees
- B- Motivates employees through compensation levels much higher than the competition
- C- Offers competitive benefits so that it can pay lower wages, minimizing compensation and related expenses
- D- Hires highly motivated employees who are willing to do without work-life programs in favor of increased compensation

Answer:

A



Question 5

Question Type: MultipleChoice

Which option best best describes severance allowances?

Options:

- A- A portion of one's salary paid during reserve duty and military leave
- B- A practice of paying a lump sum to employees during a company shutdown
- C- A continuation of an employee's salary after termination
- D- A continuation of a portion of an employee's salary to a beneficiary after the death of an employee

Answer:

C

Question 6

Question Type: MultipleChoice

What is a shared leave program?

Options:

- A- A contribution of money to a nonprofit entity where a company employee volunteers
- B- A donation of vacation time to others facing emergency situations
- C- An arrangement to ensure adequate coverage of service during employees' vacations
- D- An executive loan to worthy organizations for a period of time

Answer:

B

Question 7

Question Type: MultipleChoice

What is one of the primary elements of total rewards?

Options:

- A- Pay for time not worked
- B- Compensation
- C- Organizational culture
- D- Human resources strategy

Answer:

B

Question 8

Question Type: MultipleChoice

When using a market pricing approach to build a base pay structure, what percentage of job content should typically be similar for a job match to be considered good for benchmarking purposes?



Options:

- A- 10% or more
- B- 30% or more
- C- 50% or more
- D- 70% or more

Answer:

D

Question 9

Question Type: MultipleChoice

Which option best 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 10

Question Type: MultipleChoice

Which option best is considered a voluntary financial benefit program?

Options:

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



Answer:

A



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