



Worldatwork GR1 Practice Questions

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Question 1

Question Type: MultipleChoice

Which of the following is the most accurate statement about the business strategy?

Options:

- A- It usually is a secondary consideration in compensation design.
- B- It is the company's plan for competitive positioning of its products or services.
- C- It must be written after the company's operating plans are approved by senior management.
- D- It is developed for compensation, benefits and the work-life using the HR strategy as a basis.

Answer:

B

Question 2

Question Type: MultipleChoice

What term best describes an effective way to provide ongoing, instant information to those performing the work so that they can monitor their own performance and take steps to improve?

Options:

- A- Coaching
- B- Assessing
- C- Rewarding
- D- Grading

Answer:

A

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

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Question 4

Question Type: MultipleChoice

Which option best is the best source for identifying the relative importance of various rewards elements to different work groups?

Options:

- A- Board of directors
- B- Employees
- C- Senior management
- D- Candidates for employment

Answer:

B

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Question 5

Question Type: MultipleChoice

Carla's job at the XYZ Company evolved over the many years she worked there. As she gained additional knowledge and skills, her responsibilities expanded into many diverse areas. When the time came to update her job description, her supervisor asked Carla to document all of the duties she performed in her area as well as those she had taken on over the years due to her versatility. Based on the above, which of the following statements is most accurate?

Options:

- A- The supervisor should not have asked Carla to contribute to the job description. Job descriptions should be developed only by human resources and management.
- B- The job description will be far more relevant than before because of the addition of duties that Carla has taken on over the years.
- C- Although it is useful to have input from the job incumbent, care should be taken to avoid basing the job description on the specific individual who is filling the job.

Answer:

C

Question 6

Question Type: MultipleChoice

What performance measurement system is most likely to include cost of capital when evaluating performance?

Options:

- A- Business Excellence Model
- B- Shareholder Value Added
- C- Activity Based Costing
- D- Competitive Benchmarking

Answer:

B

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



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