



Worldatwork T4 Practice Questions

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Question 1

Question Type: MultipleChoice

What is the first step of the strategic communication process?

Options:

- A- Define the objectives
- B- Conduct audience research
- C- Determine what will be communicated
- D- Analyze the situation

Answer:

D

Question 2

Question Type: MultipleChoice

When should the communication campaign be evaluated?

Options:

- A- Immediately following the creation of the campaign
- B- Whenever the data is available to the communications team
- C- After the initial rollout and again four to six months later
- D- When financial resources become available

Answer:

C

Question 3

Question Type: MultipleChoice

What is one reason for using face-to-face communication?

Options:

- A- Allows for employees to access information when they need it
- B- Allows for the target audience to go at their own pace
- C- Provides for real-time interaction and feedback
- D- Provides consistency

Answer:

C

Question 4

Question Type: MultipleChoice

Your executive vice president has asked you to explain the basic notion of "skill blocks" within the context of skill-based pay systems design. What two variables would you emphasize?

Options:

- A- different skills and depth of each skill
- B- skill certification and criterion
- C- key competencies and training requirements
- d. broad banding and market value

Answer:

A

Question 5

Question Type: MultipleChoice

A particular organization wants to include in their compensation system some element of organizational performance linkage, while at the same time it wants to encourage employee commitment. In addition to base pay, Which option best would most likely be included in this compensation mix?

Options:

- A- merit pay
- B- piece rates
- C- profit sharing
- D- targeted incentives

Answer:

C

Question 6

Question Type: MultipleChoice

Which option best explains why it is important to link manager rewards to effective communications?

Options:

- A- It guarantees manager support
- B- It focuses on the need for improved manager communication skills
- C- It holds managers accountable for the role they play in communications
- D- It ensures employees receive the intended message.

Answer:

C

Question 7

Question Type: MultipleChoice

Which best describes the fundamental purpose of communication?

Options:

- A- Share understanding between a sender and receiver of information
- B- Decreased costs associated with total rewards programs
- C- Distribution of information
- D- Elimination of noise

Answer:

A

Question 8

Question Type: MultipleChoice

Which of the following variables offers the most likely explanation for the decrease in popularity of "defined benefit plans" by employers in Canada?

Options:

- A- They provided poor returns on pension plan investments, and longevity of employees increased.
- B- Defined benefit plans are simply not popular among employees.
- C- They help organizations plan more accurately; hence, they make it easier to fund these liabilities.
- D- Employers believe defined contribution plans are much more unpredictable from a funding perspective.

Answer:

A

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