

### Question: 1

If the beginning wage needed to recruit quality candidates for given job is higher than that of incumbents who have been with a company for some time, what type of pay adjustment should be used to correct this discrepancy?

- A. Cost-of-living
- B. Tenure
- C. Automatic
- D. Market

**Answer: D**

### Question: 2

What is one of the primary elements of total rewards?

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

**Answer: B**

### Question: 3

Which is the most accurate description of the work-life element of total rewards?

- A. Cash provided by an employer to an employee for his or her efforts and results toward completion of goals
- B. Organizational practices, policies and programs to help employees achieve success within and outside of the workplace
- C. Alignment of organizational, team and individual efforts toward success
- D. Learning experiences designed to enhance employees' skills and competencies

**Answer: B**

### Question: 4

Which of the following is primarily focused on giving special attention to employee actions, efforts,

behavior or performance?

- A. Compensation
- B. Benefits
- C. Career opportunities
- D. Recognition

**Answer: D**

### Question: 5

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

- 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: 6

Cash compensation is a reward intended to provide what type of motivation?

- A. Intrinsic
- B. Extrinsic

**Answer: B**

### Question: 7

Which of the following phrases best describes behavioral engagement by employees?

- A. Values aligned with those of the organization
- B. Showing passion for work
- C. Feeling invested in corporate outcomes/results
- D. Performing at an optimal level

**Answer: D**

### Question: 8

Why is greater flexibility an advantage of a total rewards approach?

- A. Because programs can be added and/or withdrawn with little employee resistance
- B. Because incentive plans can be designed by work group or unit as well as separately for each employee
- C. Because the mix of rewards offered can be tailored according to the organization's specific challenges

**Answer: C**

### Question: 9

Which group typically has responsibility for final approval of the total rewards philosophy and strategy for the general employee population?

- A. External consultants
- B. Compensation committee
- C. Board of directors
- D. Senior management

**Answer: D**

### Question: 10

What does a total rewards strategy identify?

- A. The organization's reason for existence
- B. The optimal mix of reward elements
- C. The organization's primary competitors
- D. The organization's ability to pay for performance

**Answer: B**