

Demo Questions

WORLDATWORK T1 Exam

Total Rewards Management Exam

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Question #1 *Topic 1*

How should learning opportunities to enhance a current job best be determined?

- A. By each employee's pay grade
- B. By what is available on the annual development schedule
- C. By what is appropriate for the business and the job
- D. By what the manager thinks the employee should have

Correct Answer: C

Question #2 *Topic 1*

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?

- A. 10% or more
- B. 30% or more
- C. 50% or more

- D. 70% or more.

Correct Answer: D

Question #3 *Topic 1*

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.

Correct Answer: B

Question #4 *Topic 1*

How should appraisers address performance deficiencies on performance appraisals?

- A. Avoid discussing them
- B. Focus the entire appraisal on the areas that need attention
- C. Balance every deficiency with a compliment, even if the compliments are for minor accomplishments

- D. Provide specific information about deficiencies that affect performance.

Correct Answer: D

Question #5 *Topic 1*

Which method of job evaluation uses a "whole-job" approach to determine the importance of each job to the company?

- A. Job component

●
B. Ranking

- C. Benchmark
- D. Point factor.

Correct Answer: B

Question #6 *Topic 1*

Which of the following best describes midpoint-to-midpoint differentials?

- A. The ordering of jobs from highest to lowest
- B. The market wage for a particular job compared to a specific company's wage for the job
- C. The adjustments to midpoints based on geographic differentials

● D. The difference in wage rates paid at the midpoint of two adjacent grades.

Correct Answer: D

Question #7 *Topic 1*

When would an employee most likely receive a differential in addition to the regular hourly rate?

- A. When working in more than one department
- B. When working less time than his or her normal schedule
- C. When working in locations other than the corporate office

- D. When working a holiday or weekend.

Correct Answer: D

Question #8 *Topic 1*

An employee and his manager have decided that he will type reports with no more than one error per five pages. Which type of performance standard are they using?

- A. Quality

- B. Time
- C. Process

Correct Answer: A

Question #9 *Topic 1*

What is a shared leave program?

- 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.

Correct Answer: B

Question #10 *Topic 1*

A medical benefits plan provision ensuring that the correct plan is paying expenses when the member is covered under more than one plan is known as what?

- A. Deductible

- B. Coinsurance

- C. Coordination of benefits

- D. Out-of-pocket expenses.

Correct Answer: C