Demo Questions

WORLDATWORK T1 Exam

Total Rewards Management Exam

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Question #1Topic 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 #2Topic 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 #4Topic 1

How should appraisers address performance deficiencies on performance appraisals?

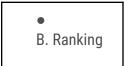
- A. Avoid discussing them
- B. Focus the entire appraisal on the areas that need attention
- C. Balance every deficiency with a compliment, even if the compliments are for minor accomplishments
 - D. Provide specific information about deficiencies that affect performance.

Correct Answer: D

Question #5Topic 1

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

• A. Job component



- C. Benchmark
- D. Point factor.

Correct Answer: *B*

Question #6Topic 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 #7Topic 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 #9Topic 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 #10Topic 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*