



GR1^{Q&As}

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QUESTION 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

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

Regarding medical plans, what is the out-of-pocket maximum?

- A. The most that the member will be liable for in relation to co-insurance
- B. The maximum the plan will pay if the member is covered by another insurance plan
- C. The limit the member will be required to pay at each doctor visit
- D. The lifetime limit for benefits to any one employee.

Correct Answer: A

QUESTION 4

Why is understanding the organization's business strategy key to planning for future human capital needs?

- A. To make certain turnover remains low at all times



- B. To ensure there are never any unanticipated job vacancies in the organization
- C. To ensure that the number of employees with the right skills are available to meet future organizational requirements
- D. To make certain company recruiters know how many job ads to place

Correct Answer: C

QUESTION 5

Step-rate increase programs provide employees the opportunity to receive two regular pay increases at which points?

- A. At established dates and then every six months thereafter
- B. On January 1 and July 1 of each year
- C. Once when they move a step, and again when the step value changes
- D. At the anniversary date and at the annual merit increase date

Correct Answer: C

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