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Total Rewards Management Exam

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QUESTION 1

Which of the following benefits are usually offered at the discretion of the employer?

- A. Retirement plans
- B. Unemployment insurance
- C. Social security programs
- D. Disability (occupational).

Correct Answer: A

QUESTION 2

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

QUESTION 3

Which of the following shows the proper sequence for development of the total rewards strategy?

- A. Business strategy Total rewards strategy Business mission HR strategy
- B. HR strategy Business strategy Business vision Total rewards strategy
- C. Business vision Business strategy HR strategy Total rewards strategy
- D. Total rewards strategy HR strategy Business strategy Business mission

Correct Answer: C

QUESTION 4

What performance measurement system is most likely to include cost of capital when evaluating performance?

- A. Business Excellence Model



- B. Shareholder Value Added
- C. Activity Based Costing
- D. Competitive Benchmarking

Correct Answer: C

QUESTION 5

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

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