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QUESTION & ANSWER

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Exam : T4

Title : Strategic Communication in Total Rewards

Version : DEMO

1.Which of the following steps is NOT considered part of formulating the compensation strategy?
A. determining actual dollar values for jobs and individual employees
B. determining the total level of compensation to provide
C. determining how each of the mix choices should be structured
D. determining the mix of compensation components
Answer: A

2.A particular company wants to make sure employees feel they are appreciated, while at the same time ensuring key employees have a sense of loyalty towards the company.
Which of the following systems does this company most likely use?
A. benefits
B. performance pay
C. indirect pay
D. base pay
Answer: D

3.Johnny is compensated based on a rate of $25.00 per hour worked.
Which of the following terms best describes the manner in which Johnny is compensated?
A. commission
B. wage
C. piece rate
D. salary
Answer: B

4.Which of the following is a reason why employees may prefer base pay over performance pay?
A. Performance pay is more predictable.
B. Base pay is directly related to their performance level.
C. They dislike uncertainty about their compensation.
D. Market conditions are always changing.
Answer: C

5.As a human resource consultant, you have been asked to provide some rationale why an organization may decide to use base pay as a cornerstone for a compensation scheme.
Which of the following notions would you advance in supporting your argument?
A. It provides an organization with more labour flexibility in the allocation of tasks.
B. It guarantees employee performance and aligns salaries to performance.
C. It is the most popular; hence, the organization should use it.
D. Unions are most likely to agree with management's approach, given this scheme encourages individual performance.
Answer: A