

Free Questions for GR1

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Question 1

Question Type: MultipleChoice

Upon which criterion are step increases typically based?

Options:

- A- Market adjustment
- B- Longevity
- C- Individual performance
- D- Skills

Answer:

B

Question 2

Question Type: MultipleChoice

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

Options:

- 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

Answer:

C

Question 3

Question Type: MultipleChoice

Why are lump-sum increases generally used?

Options:

- A- To control annual fixed costs from base pay adjustments
- B- To elevate employees who are below the midpoint in the range
- C- To reward employees under short-term incentive plans
- D- To make up for benefits not provided by the organization

Answer:

A

Question 4

Question Type: MultipleChoice

Which of the following best describes a form of base pay that is a fixed weekly, biweekly or monthly payment?

Options:

- A- Hourly rate

- B- Salary
- C- Piece rate
- D- Bonuses

Answer:

B

Question 5

Question Type: MultipleChoice

Which type of base pay is typically based on an individual employee's rate of production?

Options:

- A- Hourly rate
- B- Salary
- C- Piece rate
- D- Production rate

Answer:

C

Question 6

Question Type: MultipleChoice

How far do broadbanded pay ranges stretch from minimum to maximum?

Options:

A- 10% to 30%

B- 30% to 50%

C- 50% to 100%

D- 100% to 300%

Answer:

D

Question 7

Question Type: MultipleChoice

The number of pay structures in an organization is most likely to be influenced by which of the following?

Options:

- A- The diversity of jobs
- B- The demographics of the workforce
- C- The organization's financial condition
- D- The organizations policies regarding centralized pay administration

Answer:

A

Question 8

Question Type: MultipleChoice

Which of the following statements is most accurate regarding pay grades/bands?

Options:

- A- They include incentives that are paid out at certain times of the year
- B- They identify the actual compensation paid to each employee
- C- They may overlap with minimums and maximums falling within adjoining grades
- D- They represent the difference between the midpoint and the maximum of a given salary grade

Answer:

C

Question 9

Question Type: MultipleChoice

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

Options:

- 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

Answer:

D

Question 10

Question Type: MultipleChoice

What is a primary purpose of pay grades or bands?

Options:

- A- To identify a compensation range in which to group multiple jobs with similar value

- B-** To meet legal and regulatory requirements for classifying jobs according to market value
- C-** To provide documentation that supports termination decisions
- D-** To justify paying some employees less than market based on internal administrative limitations

Answer:

A

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