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**Shared by Doyle on 09-08-2024**

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## Question 1

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**Question Type:** MultipleChoice

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What type of equity incentive gives employees the right to purchase company shares at a specified price?

**Options:**

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- A- Stock/share options
- B- Stock/share grants
- C- Restricted stock/shares
- D- Performance units

**Answer:**

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A

## Question 2

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**Question Type:** MultipleChoice

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What is a primary objective of profit-sharing and performance-sharing variable pay plans?

**Options:**

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- A-** To achieve organizational cost savings through base pay reductions
- B-** To increase employee identification with the organization's success
- C-** To defer compensation expenses to future reporting periods
- D-** To reward individual employees for some significant contribution

**Answer:**

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B

## Question 3

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**Question Type: MultipleChoice**

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How do commissions typically differ from annual incentives for non-executive employees?

**Options:**

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- A- They are based on a predetermined performance and reward schedule.
- B- They are offered to motivate employee performance.
- C- They are intended to align the interests of the employee with those of the organization.
- D- They tend to make up the larger portion of an employee's total compensation.

**Answer:**

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D

## Question 4

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**Question Type: MultipleChoice**

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Which of the following is a type of variable pay?

**Options:**

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- A- Pay for time not worked

- B- Hourly pay
- C- Bonuses
- D- Piece rate

**Answer:**

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C

## Question 5

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**Question Type:** MultipleChoice

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When would an employee most likely receive a differential in addition to the regular hourly rate?

**Options:**

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- 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

**Answer:**

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D

## Question 6

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**Question Type:** MultipleChoice

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What type of pay increase is given when an organization finds that its compensation program is behind competitive market rates?

**Options:**

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**A-** General

**B-** Cost of living

**C-** Automatic

**D-** Merit

**Answer:**

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A

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