

# IT 认证电子书



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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**