

WorldatWork GR4

Base Pay Administration and Pay for Performance

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Question: 1

What is a key component for determining the number of pay grades for a given organization?

- A. The number of responsibility distinctions evident in the organization
- B. The number of hourly employees in the organization
- C. The education level of the supervisors/managers in the organization.

Answer: A

Question: 2

Which of the following is one of the most common compensation program objectives?

- A. Ensuring external competitiveness
- B. Paying at the median or 50th percentile
- C. Deferring compensation expenses
- D. Competitive base and highly leveraged incentives

Answer: A

Question: 3

Which of the following best defines base pay?

- A. Variable compensation paid on a weekly basis to an employee
- B. Fixed compensation paid to an employee for performing specific job responsibilities
- C. The cash compensation paid for goal attainment
- D. Payment based on an individual's rate of production.

Answer: B

Question: 4

Which statement is most accurate regarding the market data approach to job evaluation?

- A. Job descriptions are used to match survey data
- B. At least 20% of jobs should be benchmarked
- C. Internal job worth is more important than external job values
- D. Jobs with no market data cannot be prices

Answer: A

Question: 5

What is a reason for establishing a job worth hierarchy?

- A. To determine appropriate placement of anchor points during the job evaluation
- B. To prove that job grades are not needed in an organization.
- C. To establish midpoint differentials for managers and subordinates
- D. To determine equity among both positions and groups of positions.

Answer: D

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