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T4 Exam

Certified Benefits Professional

Questions & Answers

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Question: 1

What value can strategic total rewards communication bring to the workplace?

- A. Repairs flawed rewards programs
- B. Creates tactical plans to be implemented
- C. Utilizes whatever budget is remaining
- D. Motivates employees and drives business performance

Answer: D

Question: 2

Which statement best reflects one purpose of communication from an employee perspective?

- A. Satisfies legal requirements
- B. Simplifies administration of benefits and work-life programs
- C. Makes detailed information regarding all HR programs available at the time of hire and also annually
- D. Provides necessary education to support educated, informed decisions

Answer: D

Question: 3

Which statement best reflects one purpose of communication from the employer's perspective?

- A. Reinforce corporate philosophy, culture and values
- B. Provide enough information so employees are aware of the total rewards strategy
- C. Distribute information as quickly and at the lowest cost possible
- D. Ensure all employees receive the same communication at the same time

Answer: A

Question: 4

What is a likely indicator that communication has reached the behavioral tier and is influencing employee commitment and action?

- A. A formal communication process is implemented

- B. Employee line of sight is created
- C. Employee feedback is utilized
- D. Technology is being leveraged.

Answer: B

Question: 5

Which of the following best explains why it is important to link manager rewards to effective communications?

- A. It guarantees manager support
- B. It focuses on the need for improved manager communication skills
- C. It holds managers accountable for the role they play in communications
- D. It ensures employees receive the intended message.

Answer: C

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