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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q13-Q18):

NEW QUESTION # 13

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

- A. Automatic
- **B. General**
- C. Merit
- D. Cost of living

Answer: B

NEW QUESTION # 14

Which of the following is typically considered a health care benefit?

- A. Defined benefit plan
- B. Defined contribution plan
- C. Death benefits
- **D. Vision plan**

Answer: D

NEW QUESTION # 15

The Alpha company ships an order to a customer on March 1st and invoices the customer for the product with the shipment, with payment terms of net 30 days. The customer's payment is received on April 5th. The payment clears the bank and shows on Alpha's account on April 8th. If Alpha is using accrual accounting, when does it record the revenue for this sale?

- A. April 8th
- B. March 31st
- **C. March 1st**
- D. April 5th

Answer: C

NEW QUESTION # 16

What was the Bennett Amendment intended to do?

- A. Make it easier to enforce the Equal Pay Act
- B. Make the regulations covered under Title VII of the Civil Rights Act of 1964 more strict
- C. Prohibit gender-based discrimination
- **D. Eliminate the potential conflict between Title VII and EPA**

Answer: D

NEW QUESTION # 17

Regarding fixed and variable costs, what tends to happen as revenue increases?

- A. Fixed costs decrease
- **B. Fixed costs remain the same and consume a lower percent of revenue**
- C. Variable costs increase and consume a higher percent of revenue
- D. Variable costs decrease

Answer: B

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