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WorldatWork C1 Exam, also known as the Regulatory Environments for Compensation Programs Exam, is a certification exam offered by WorldatWork, a global non-profit association of professionals working in the field of total rewards. C1 Exam is designed to test the knowledge and understanding of compensation professionals about the regulatory environment in which compensation programs operate. It is an important certification for those who want to establish themselves as credible and knowledgeable compensation professionals.

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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q55-Q60):

NEW QUESTION # 55

Which of the following is a type of variable pay?

- A. Piece rate
- B. Hourly rate
- C. Commissions
- D. Salary

Answer: C

NEW QUESTION # 56

Which of the following scenarios best describes a contract worker?

- A. A technician who works a scheduled shift and performs tasks as assigned according to specifications.
- B. An accounts payable specialist who works at the company site utilizing an internal A/P system and pays vendors according to company procedures.
- C. A computer programmer who telecommutes, uses her own equipment and works for multiple employers

Answer: C

NEW QUESTION # 57

What statement is most accurate regarding communication of compensation information?

- A. Compensation terms and practices are unclear to most individuals who do not work in this area and communication should be tailored to the least informed member of the target audience.
- B. Compensation professionals should anticipate the level of the audience and tailor messages to their needs.
- C. Compensation terms are well-known and easily understood by most stakeholders.
- D. The ready availability of information online has made it unnecessary for compensation professionals to tailor messages since individuals can research terms and concepts after the fact if they don't understand a communication.

Answer: B

NEW QUESTION # 58

Which of the following might be an example of the influence of the Americans with Disabilities Act on compensation?

- A. Companies must conduct pre-employment medical exams on all new employees
- B. Job descriptions must be written to ensure they cover the critical functions of the job
- C. Special promotion requirements must be developed for the disabled employee
- D. Companies should determine pay based on physical skills

Answer: B

NEW QUESTION # 59

What do working capital metrics evaluate?

- A. The change in working capital over a specific period of time, typically one year
- B. The amount of cash needed to meet the company's short-term obligations
- C. A company's mean capital expenditure per employee
- D. A company's efficiency in converting short-term capital into cash

Answer: D

NEW QUESTION # 60

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