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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q22-Q27):

NEW QUESTION # 22

Which one of the following should be included in a compensation guide for managers?

- A. Individual salary rates of employees in their department
- **B. Information on common management processes**
- C. The consequences of various disciplinary measures

Answer: B

NEW QUESTION # 23

What is the top line or starting point of an organization's income?

- A. Net income
- B. Operating profit
- **C. Revenue**
- D. Gross profit

Answer: C

NEW QUESTION # 24

Which one of the following practices will help to ensure proper documentation for compliance with legislation?

- A. Use one survey source instead of several
- **B. Be consistent in procedures and completeness**
- C. Allow employees easy and unlimited access to documentation

Answer: B

NEW QUESTION # 25

If a company has a higher percentage of employees with fixed compensation than variable compensation, what happens as revenues increase?

- A. Compensation costs eventually stabilize and become a consistent percent of revenue.
- **B. Compensation costs eventually decrease as a percent of revenue, increasing profit growth.**
- C. Compensation costs remain the same as a percent of revenue until variable compensation costs exceed fixed compensation costs.
- D. Compensation costs and revenue increase at approximately the same rate.

Answer: B

NEW QUESTION # 26

Regarding presentations to executives, which of the following is most accurate?

- A. Include all details related to the issue
- **B. Keep them brief**
- C. Use multiple media
- D. Leave backup data out of the presentation so there is time to develop an effective response to unexpected questions

Answer: B

NEW QUESTION # 27

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