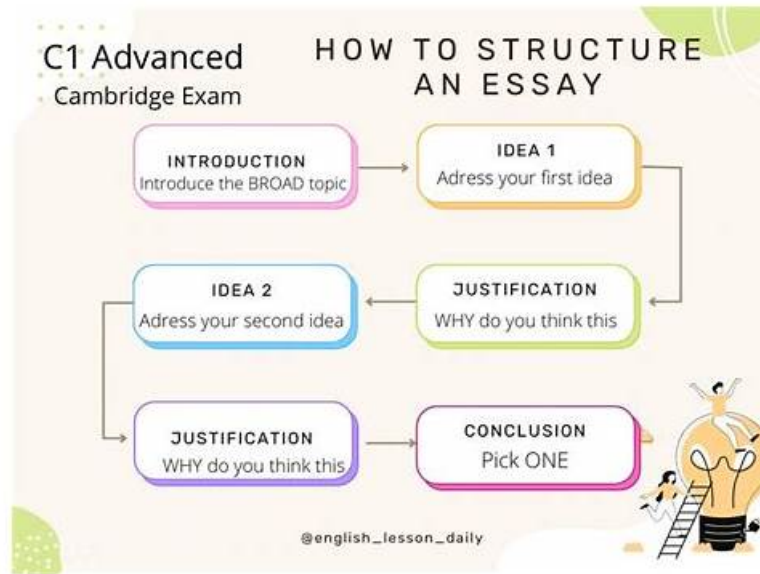


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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q57-Q62):

NEW QUESTION # 57

What is a primary objective of profit-sharing and performance-sharing variable pay plans?

- A. To defer compensation expenses to future reporting periods
- B. To achieve organizational cost savings through base pay reductions
- C. To increase employee identification with the organization's success
- D. To reward individual employees for some significant contribution

Answer: C

NEW QUESTION # 58

What statement is most accurate regarding communication of compensation information?

- A. Compensation terms are well-known and easily understood by most stakeholders.
- B. 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.
- C. Compensation professionals should anticipate the level of the audience and tailor messages to their needs.
- 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: C

NEW QUESTION # 59

Which of the following would most likely be considered a "repeated" violation of the FLSA?

- A. An employer that had a prior finding by the Labor Department, court or another tribunal with the authority to make such a finding
- B. An employer who should have inquired further into whether its conduct was in compliance with the act and failed to do so.
- C. An employer knowing its conduct was prohibited under the act or showing reckless disregard for the requirements of the act
- D. When the Labor Department has advised an employer that its actions were unlawful

Answer: A

NEW QUESTION # 60

Gross margin is which of the following, as percent of revenue?

- A. Expenses plus taxes and depreciation
- B. Revenue minus cost of goods sold
- C. Cost of goods sold
- D. Gross profit minus expenses

Answer: B

NEW QUESTION # 61

Which of the following best describes a form of base pay that is a fixed weekly, biweekly or monthly payment?

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

Answer: B

NEW QUESTION # 62

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