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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q88-Q93):

NEW QUESTION # 88

The concept of bona fide occupational qualifications has most direct relevance to which of the following components of employee compensation programs?

- **A. Job specifications**
- B. Job descriptions
- C. Performance evaluations
- D. Salary surveys

Answer: A

NEW QUESTION # 89

Which of the following are the two primary elements of benefits?

- A. Defined contribution and defined benefits plans
- **B. Pay for time not worked and income protection programs**
- C. Unemployment and disability
- D. Mental health coverage and health care coverage

Answer: B

NEW QUESTION # 90

How do commissions typically differ from annual incentives for non-executive employees?

- **A. They tend to make up the larger portion of an employee's total compensation.**
- B. They are offered to motivate employee performance.
- C. They are intended to align the interests of the employee with those of the organization.
- D. They are based on a predetermined performance and reward schedule.

Answer: A

NEW QUESTION # 91

Which of the following is a type of variable pay?

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

Answer: B

NEW QUESTION # 92

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

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

Answer: C

NEW QUESTION # 93

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