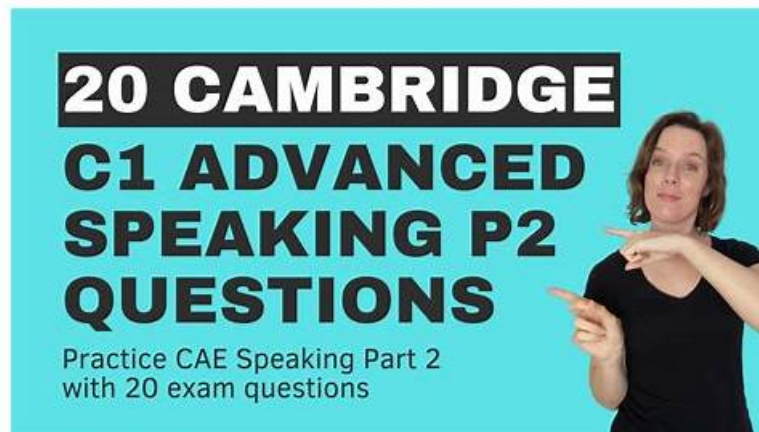


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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q81-Q86):

NEW QUESTION # 81

Which of the following is the best example of a variable cost?

- A. Maintenance
- **B. Shipping**
- C. Audit fees
- D. Rent

Answer: B

NEW QUESTION # 82

Which type of base pay is typically based on an individual employee's rate of production?

- A. Hourly rate

- B. Salary
- C. Production rate
- D. Piece rate

Answer: D

NEW QUESTION # 83

Which of the following benefits are usually offered at the discretion of the employer?

- A. Unemployment insurance
- B. Social security programs
- C. Retirement plans
- D. Disability (occupational)

Answer: C

NEW QUESTION # 84

Which of the following statements best describes defined contribution (DC) plans?

- A. They generally provide better benefits to employees with longer service.
- B. The employee assumes the risk for the investments.
- C. The benefit is based on a formula that considers pay and service.
- D. They require complex actuarial calculations and assumptions.

Answer: B

NEW QUESTION # 85

Until what age does the FLSA limit the number of hours of nonhazardous work? (...as long as the overtime pay provisions are met)

- A. 14 years of age
- B. 15 years of age
- C. 18 years of age
- D. 16 years of age

Answer: D

NEW QUESTION # 86

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