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WorldatWork C1 Certification Exam is a computer-based, multiple-choice exam that consists of 100 questions. Candidates are given two hours to complete the exam. To be eligible to take the exam, candidates must have at least two years of experience in a compensation-related field.

WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q21-Q26):

NEW QUESTION # 21

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

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

Answer: C

NEW QUESTION # 22

Which of the following acts is focused on employers with service contracts with the government?

- A. Sherman Antitrust Act
- B. McNamara-O'Hara Act
- C. National Labor Relations Act
- D. Davis-Bacon Act

Answer: B

NEW QUESTION # 23

What happens to the marginal cost if revenue accelerates slower than variable costs but fixed costs remain the same?

- A. It remains the same.
- B. It decreases because variable costs are increasing.
- C. It becomes increasingly higher as revenues increase.
- D. It increases at the same rate as variable costs.

Answer: C

NEW QUESTION # 24

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

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

Answer: C

NEW QUESTION # 25

Step-rate increase programs provide employees the opportunity to receive two regular pay increases at which points?

- A. At established dates and then every six months thereafter
- B. At the anniversary date and at the annual merit increase date
- C. On January 1 and July 1 of each year
- D. Once when they move a step, and again when the step value changes

Answer: D

NEW QUESTION # 26

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