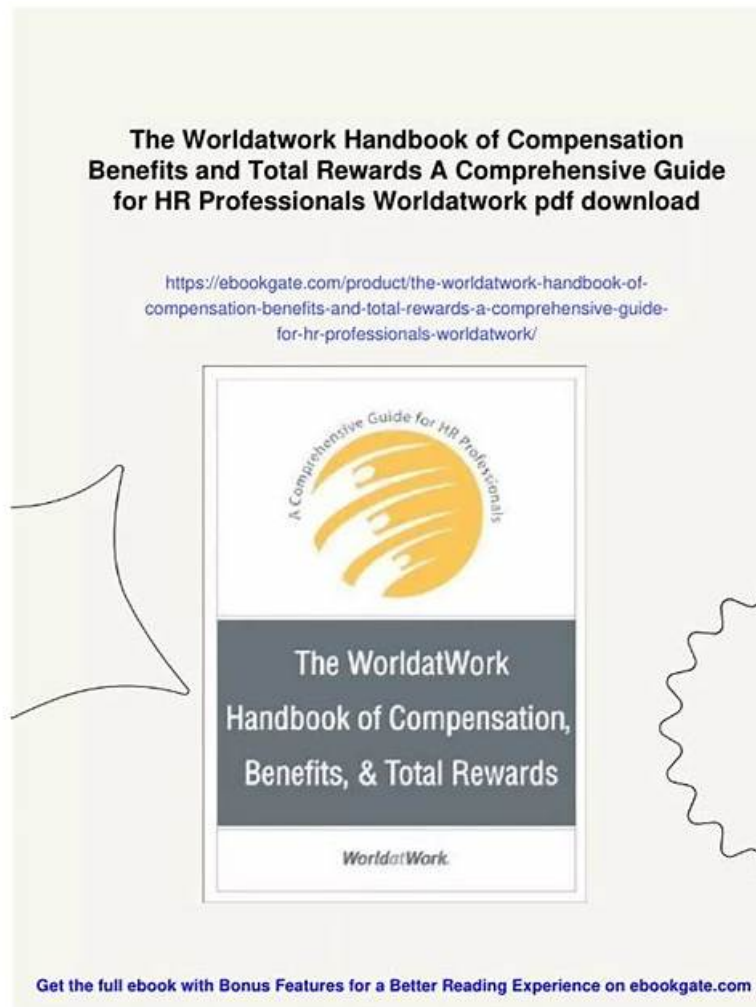


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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q31-Q36):

NEW QUESTION # 31

Regarding compensation communications with executives, where do they tend to need the greatest level of understanding?

- A. In the details of their individual compensation packages
- B. In the differences in pay levels for the different levels of the organization
- C. In the methods and processes used to make pay decisions
- **D. In the overall program objectives**

Answer: D

NEW QUESTION # 32

Which of the following is a type of variable pay?

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

Answer: A

NEW QUESTION # 33

What was the Bennett Amendment intended to do?

- A. Make it easier to enforce the Equal Pay Act
- B. Make the regulations covered under Title VII of the Civil Rights Act of 1964 more strict
- C. Prohibit gender-based discrimination
- **D. Eliminate the potential conflict between Title VII and EPA**

Answer: D

NEW QUESTION # 34

What statement is most accurate regarding compensation communications with employees at varying levels?

- A. They generally require a greater degree of detail for lower level employees who have less of an understanding of pay plan design.
- B. They should be kept to a minimum for employees at all levels to maximize efficiency and efforts can be focused only on those who have questions.
- C. They tend to be fairly consistent because the elements of pay may differ, but the concerns are universal.
- **D. They usually require more detail for senior employees regarding plan details and performance and the needs from one employee group to another can vary greatly.**

Answer: D

NEW QUESTION # 35

Regarding fixed and variable costs, what tends to happen as revenue increases?

- A. Variable costs increase and consume a higher percent of revenue
- B. Variable costs decrease
- C. Fixed costs remain the same and consume a lower percent of revenue
- D. Fixed costs decrease

Answer: C

NEW QUESTION # 36

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