

# WorldatWork C1 Questions: Fosters Your Exam Passing Abilities [2026]



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## **WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q76-Q81):**

### **NEW QUESTION # 76**

Which statement is most accurate regarding the effect of taxation on the benefits that employers offer?

- **A. Taxation affects the level of benefits offered, the source of benefits and the employer/employee cost-sharing basis.**
- B. Taxation has no effect on employee benefits; employers offer benefits for competitive reasons only.
- C. Taxation is the primary reason that employers offer benefits; in the absence of tax incentives, employers would be unlikely to offer them.

**Answer: A**

### **NEW QUESTION # 77**

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. They require complex actuarial calculations and assumptions.
- D. The benefit is based on a formula that considers pay and service.

**Answer: B**

### **NEW QUESTION # 78**

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

- A. They are based on a predetermined performance and reward schedule.
- 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 tend to make up the larger portion of an employee's total compensation.**

**Answer: D**

### **NEW QUESTION # 79**

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

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

**Answer: D**

### **NEW QUESTION # 80**

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

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

**Answer: B**

### NEW QUESTION # 81

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