

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



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WorldatWork C1 Exam is designed to test the knowledge and proficiency of compensation professionals in the area of regulatory environments for compensation programs. C1 exam is one of the most respected and recognized certifications in the compensation field, and passing it is a significant achievement for any compensation professional.

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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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