

# Latest Upload WorldatWork Test C1 Pass4sure: Regulatory Environments for Compensation Programs | PDF C1 VCE

## WorldatWork Total Rewards Management Test with all solutions complete

What are the Total Rewards Model external influences? **CORRECT ANSWERS Economic, Labor Market, Cultural Norms, and Regulatory**

External Influence-Economic **CORRECT ANSWERS Rising or falling conditions in the global economic landscape**

External Influence-Labor Market **CORRECT ANSWERS Must understand labor market trends and movements to attract talent at a cost that is affordable and sustainable**

External Influence-Cultural Norms **CORRECT ANSWERS Must have a grasp of the customs, social mores and drivers of the diverse makeup and expectations of the workforce**

External Influence-Regulatory **CORRECT ANSWERS Regulatory and legal environment can vary widely by country and region, affecting the design and implementation of total rewards**

**Programs should be assessed to ensure they can legally applied at the local level**

What are the drivers of the Total Rewards Strategy? **CORRECT ANSWERS Business Strategy, Human Resources Strategy, Organizational Culture**

The Business Strategy includes: **CORRECT ANSWERS The corporate vision, corporate mission, and business strategy**

Corporate Vision: **CORRECT ANSWERS a statement about what the organization wants to become. It drives the direction of an organization.**

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dumps to get your dream WorldatWork C1 certification with no hassle. WorldatWork C1 Certification will add up to your excellence in your field and leave no space for any doubts in the mind of the hiring team.

To become certified in regulatory environments for compensation programs, individuals must pass the C1 certification exam. C1 exam covers a wide range of topics, including federal and state laws, regulations related to employee benefits, and other factors that impact the design and implementation of compensation programs. C1 Exam is designed to test both knowledge and practical application of this information.

## **WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q13-Q18):**

### **NEW QUESTION # 13**

Under the Equal Pay Act, which is an acceptable defense to justify differences between the rates of pay for men and women assigned to the same job?

- A. The male employees have substantially more education than the female employees.
- **B. The differential is due to the fact that the men have more seniority with the employer.**
- C. All of the women have some professional certification or registration, whereas none of the men have comparable credentials.
- D. The women are all graduates of the most prestigious schools, and graduates from those schools command higher salaries.

**Answer: B**

### **NEW QUESTION # 14**

What statement is most accurate regarding communication of compensation information?

- A. Compensation terms are well-known and easily understood by most stakeholders.
- **B. Compensation professionals should anticipate the level of the audience and tailor messages to their needs.**
- C. The ready availability of information online has made it unnecessary for compensation professionals to tailor messages since individuals can research terms and concepts after the fact if they don't understand a communication.
- D. Compensation terms and practices are unclear to most individuals who do not work in this area and communication should be tailored to the least informed member of the target audience.

**Answer: B**

### **NEW QUESTION # 15**

The XYZ Company opened a new manufacturing facility with a capital investment of 10,000,000. The cost to obtain the capital was 8%. In its first year of operations, the facility's net operating profit after taxes was 10,500,000. What was the economic value added (EVA) using the EVA formula?

- A. 840,000
- B. 500,000
- **C. 9,700,000**
- D. 8,000,000

**Answer: C**

### **NEW QUESTION # 16**

The Alpha company ships an order to a customer on March 1st and invoices the customer for the product with the shipment, with payment terms of net 30 days. The customer's payment is received on April 5th. The payment clears the bank and shows on Alpha's account on April 8th. If Alpha is using accrual accounting, when does it record the revenue for this sale?

- A. April 5th
- **B. March 1st**
- C. March 31st
- D. April 8th

