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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q66-Q71):

NEW QUESTION # 66

Which of the following is a type of variable pay?

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

Answer: A

NEW QUESTION # 67

What is one reason that it is important to perform a periodic audit of processes and results?

- **A. It builds in a process of continuous improvement**
- B. It is required in determining increase budgets
- C. It determines what information and data sources will be used in the audit
- D. It is required by the Department of Labor

Answer: A

NEW QUESTION # 68

Employer-sponsored death benefits are most commonly based on which of the following?

- A. The employee's premium contributions
- **B. The employee's annual salary**
- C. The employee's health history
- D. The size of the employee's family

Answer: B

NEW QUESTION # 69

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

- **A. They tend to make up the larger portion of an employee's total compensation.**
- B. They are based on a predetermined performance and reward schedule.
- C. They are offered to motivate employee performance.
- D. They are intended to align the interests of the employee with those of the organization.

Answer: A

NEW QUESTION # 70

To establish disparate treatment in violation of Title VII of the Civil Rights Act of 1964, an employee must prove that the employer intentionally maintains the pay disparity because the employee is a member of a protected class and which of the following?

- A. He or she receives a lower wage than a co-worker of the opposite sex.
- **B. He or she is paid less than employees who are not members of the same protected group.**
- C. The employer maintains a wage disparity between employees who do unequal, but comparable work.

Answer: B

NEW QUESTION # 71

