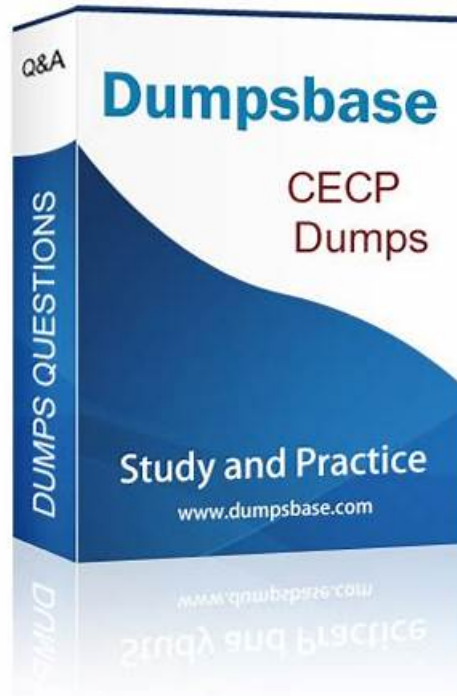


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WorldatWork C1 Certification Exam is a computer-based, multiple-choice exam that consists of 100 questions. Candidates are given two hours to complete the exam. To be eligible to take the exam, candidates must have at least two years of experience in a compensation-related field.

WorldatWork C1 exam is divided into several sections, each of which covers a different aspect of regulatory environments for compensation programs. The first section covers federal and state laws, including the Fair Labor Standards Act (FLSA), the Americans with Disabilities Act (ADA), and the Family and Medical Leave Act (FMLA). The second section covers tax regulations, including the Internal Revenue Code (IRC) and the Employee Retirement Income Security Act (ERISA).

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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q35-Q40):

NEW QUESTION # 35

Which of the following is a type of variable pay?

- A. Bonuses
- B. Pay for time not worked
- C. Hourly pay
- D. Piece rate

Answer: A

NEW QUESTION # 36

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

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

Answer: A

NEW QUESTION # 37

What do profits, equity and debt all have in common?

- A. They all incur the same costs to the business.
- B. They are all reported on the balance sheet.
- C. Nothing. Each of these is a different financial metric.
- D. They are all sources of capital.

Answer: D

NEW QUESTION # 38

Why are lump-sum increases generally used?

- A. To elevate employees who are below the midpoint in the range
- B. To make up for benefits not provided by the organization
- C. To control annual fixed costs from base pay adjustments
- D. To reward employees under short-term incentive plans

Answer: C

NEW QUESTION # 39

The Delta Company has experienced increased turnover in the past two years. Data from exit interviews indicate that most of those leaving did so for better opportunities and higher compensation. If Delta pays at the highest percentile of the market for their peer group, what data analysis should they do?

- A. No additional data analysis is needed. Delta should increase pay rates based on the existing data to decrease turnover.
- B. Qualitative data collection to talk to key stakeholders and employees and determine whether the exit interviews accurately reflect their concerns
- C. Qualitative data collection in the form of an employee survey with questions about employee satisfaction with pay levels
- D. Additional quantitative analysis to determine whether pay rates are truly competitive or existing data are unreliable

Answer: B

NEW QUESTION # 40

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