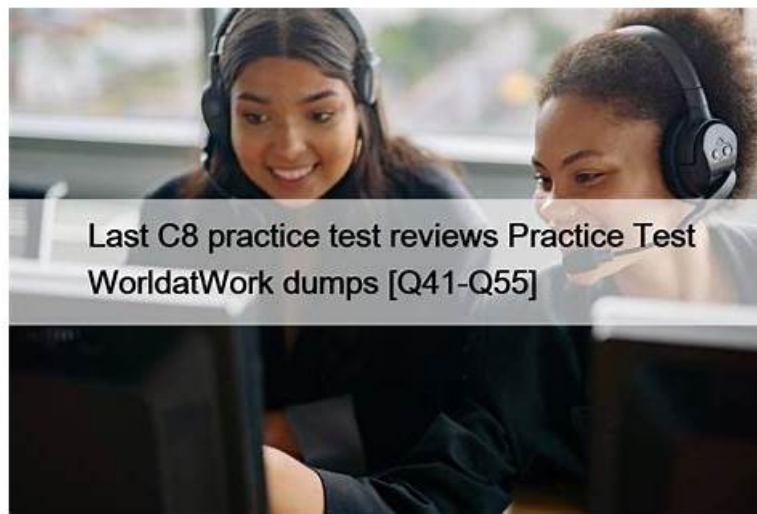


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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q69-Q74):

NEW QUESTION # 69

Which of the following might be an example of the influence of the Americans with Disabilities Act on compensation?

- A. Companies should determine pay based on physical skills
- **B. Job descriptions must be written to ensure they cover the critical functions of the job**
- C. Companies must conduct pre-employment medical exams on all new employees
- D. Special promotion requirements must be developed for the disabled employee

Answer: B

NEW QUESTION # 70

Until what age does the FLSA limit the number of hours of nonhazardous work? (...as long as the overtime pay provisions are met)

- A. 15 years of age
- B. 14 years of age
- C. 16 years of age
- D. 18 years of age

Answer: C

NEW QUESTION # 71

What do working capital metrics evaluate?

- A. A company's efficiency in converting short-term capital into cash
- B. The change in working capital over a specific period of time, typically one year
- C. A company's mean capital expenditure per employee
- D. The amount of cash needed to meet the company's short-term obligations

Answer: A

NEW QUESTION # 72

How are the compensation communication needs of managers different from those of individual employees?

- A. They tend to have more influence, so it is important to resolve any concerns they have quickly and efficiently.
- B. They have more duties and responsibilities and are less likely to have the time to discuss compensation issues.
- C. They aren't. Managers are concerned about their compensation also.
- D. They are also responsible for merit increases, incentives and hiring so they have greater information needs.

Answer: D

NEW QUESTION # 73

When would an employee most likely receive a differential in addition to the regular hourly rate?

- A. When working in more than one department
- B. When working a holiday or weekend
- C. When working in locations other than the corporate office
- D. When working less time than his or her normal schedule

Answer: B

NEW QUESTION # 74

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