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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q63-Q68):

NEW QUESTION # 63

Which of the following acts is focused on employers with service contracts with the government?

- A. McNamara-O'Hara Act
- B. Sherman Antitrust Act
- C. National Labor Relations Act
- D. Davis-Bacon Act

Answer: A

NEW QUESTION # 64

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

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

Answer: C

NEW QUESTION # 65

When connecting with other business units, what best describes a reason why is it important to keep up to date on organizational challenges?

- A. Because you will be able to explain the negative consequences of opposing your position
- B. Because stakeholders with diverse opinions tend to compromise when they are aware that others know their weaknesses
- **C. Because you can demonstrate your understanding of issues from multiple perspectives**
- D. Because you will be more informed when differences of opinion occur, lending more credibility to your position

Answer: C

NEW QUESTION # 66

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

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

Answer: B

NEW QUESTION # 67

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

Answer: A

NEW QUESTION # 68

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