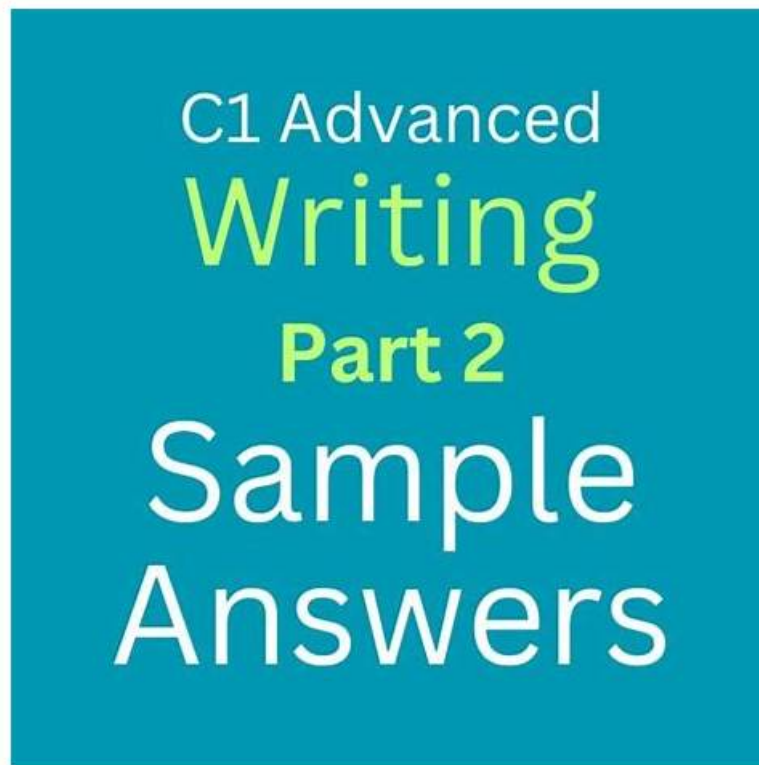


Marvelous C1 Sample Questions Answers - Pass C1 Exam



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WorldatWork Certified Compensation Professional (CCP) program is a globally recognized certification that validates the advanced knowledge, skills, and expertise required to develop and implement effective compensation plans. The program consists of four courses, each covering a different aspect of compensation management. The Regulatory Environments for Compensation Programs (C1) Exam is the first course in the CCP program.

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.

Preparing for the C1 Exam requires a significant amount of study and preparation. Candidates are encouraged to review the exam content outline and recommended resources provided by WorldatWork, as well as seek out additional study materials and resources. Successful candidates will demonstrate a thorough understanding of regulatory environments for compensation programs and their impact on organizations and employees.

>> C1 Sample Questions Answers <<

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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q49-Q54):

NEW QUESTION # 49

Regarding cost analysis of compensation expense, which job is most likely to incur fixed costs for the company?

- **A. HR Director**
- B. Production worker
- C. Account executive
- D. IT contractor

Answer: A

NEW QUESTION # 50

Which of the following best describes the most likely perspectives of different groups in the organization that compensation professionals must be aware of?

- A. Investors want to maximize gains and want to see compensation tightly controlled and Legal needs to ensure that compensation plans do not attract undue scrutiny.
- B. Operating departments view compensation as it applies to them, HR must balance available resources to attract, retain and motivate employees and Finance knows the value of a motivated workforce and will provide the budget necessary to achieve it.
- **C. Investors and Finance want to see money spent wisely. Legal must ensure compliance, and HR and operating departments want to see their needs taken into account to attract, retain and motivate a high quality workforce.**
- D. Operating departments and HR understand the company must live within its means and Finance cannot allocate funds to a budget if it is likely that profitability will be adversely affected.

Answer: C

NEW QUESTION # 51

What is the most accurate statement regarding forecasting?

- A. It is done primarily by evaluating market conditions and economic indicators.
- B. It is done primarily by using historical revenue and expense data.
- C. It is a precise estimate of what the future holds for the organization.
- **D. It uses internal and external factors to help answer questions about business expectations for the future.**

Answer: D

NEW QUESTION # 52

What is the minimum age for an individual to qualify for protection under the Age Discrimination in Employment Act?

- **A. 0**
- B. 1
- C. 2
- D. 3

Answer: A

NEW QUESTION # 53

Regarding fixed and variable costs, what tends to happen as revenue increases?

- A. Variable costs decrease
- B. Variable costs increase and consume a higher percent of revenue
- **C. Fixed costs remain the same and consume a lower percent of revenue**
- D. Fixed costs decrease

Answer: C

