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Question No : 1
If employees have a significant impact on the bottom line, what type of pay mix is most appropriate?
 A A varying mix depending on employee influence on goals to provide the necessary incentive to maximize profits.
 B 100% variable pay to motivate all employees to maximize productivity and sales.
 C 50/50 for the majority of employees (base/variable) to share in the company's success with increased variable pay for management/executives to motivate employees to seek higher positions.
 D High base pay and low variable pay to ensure predictability of total compensation expense

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Question No : 2
What metric should compensation professionals pay closest attention to for ensuring alignment between the compensation strategy and the HR and business strategies?
 A Variable pay costs as a percent of total compensation.
 B Total compensation expense for the business, including base pay and variable pay.
 C Reward costs as a percent of total operating costs.
 D The organization's market competitiveness

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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q77-Q82):

NEW QUESTION # 77

On what basis does the Equal Pay Act of 1963 prohibit an employer from discriminating in employee compensation programs?

- A. Sex
- B. Race
- C. Religion
- D. Age

Answer: A

NEW QUESTION # 78

Which of the following best describes a form of base pay that is a fixed weekly, biweekly or monthly payment?

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

Answer: D

NEW QUESTION # 79

Why are lump-sum increases generally used?

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

Answer: A

NEW QUESTION # 80

Which of the following is the earnings available to equity owners after paying debt and taxes?

- A. EBIT
- B. Operating profit
- C. **Net income**
- D. EPS

Answer: C

NEW QUESTION # 81

Which of the following statements best describes defined benefit (DB) plans?

- A. **They are often integrated with government-sponsored programs.**
- B. There is no promise of a specific benefit at retirement.
- C. Individual accounts must be maintained for each participant.
- D. Employees are at risk for financial resources.

Answer: A

NEW QUESTION # 82

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