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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q90-Q95):

NEW QUESTION # 90

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

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

Answer: D

NEW QUESTION # 91

Which type of base pay is typically based on an individual employee's rate of production?

- A. Hourly rate
- B. Production rate
- C. Piece rate
- D. Salary

Answer: C

NEW QUESTION # 92

Which of the following agencies enforces the FLSA?

- A. Department of Labor
- B. Office of Federal Contract Compliance Programs
- C. Equal Employment Opportunity Commission
- D. National Labor Relations Board

Answer: A

NEW QUESTION # 93

How does the Fair Labor Standards Act require employers to pay their nonexempt employees?

- A. Time and a half for all hours worked over 8 in the workday
- B. Double time for work on Saturday
- C. Time and a half for all hours worked over 40 in the workweek
- D. Double time for time worked on Sunday

Answer: C

NEW QUESTION # 94

What best describes the most effective tactic for getting stakeholders' attention and buy-in?

- A. Talk to the individuals they report to in advance and gain their support so the stakeholders realize upper management already supports your position
- B. Schedule a meeting of all stakeholders and make a strong case that overcomes all of their objections
- C. Explain in precise terms to each stakeholder how your position is the most realistic approach to the issue or concern
- D. Ask them to review or provide feedback, especially on something you have done for them

Answer: D

NEW QUESTION # 95

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For example, if transformer A needs information from transformer B, you have Exam C1 Cram to put transformer B before transformer A in the pipeline, and the elements for transformer B must be nested inside those for transformer A.

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