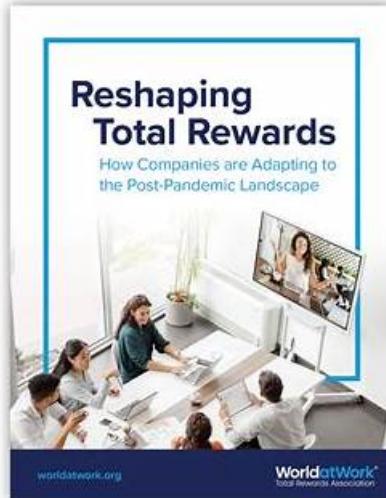


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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q74-Q79):

NEW QUESTION # 74

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

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

Answer: A

NEW QUESTION # 75

What best describes a use of strategic analysis?

- A. Evaluating prior year performance for the narrative portion of annual financial reports
- B. Pricing your products appropriately
- C. Understanding your business and its competitive strengths and weaknesses
- D. Forecasting profit, growth and investment performance to develop realistic budgets

Answer: C

NEW QUESTION # 76

Which employees are covered by the National Labor Relations Act?

- A. Employee who work for companies that sell goods in various states
- B. Airline and railroad employees
- C. City, state and federal government employees

Answer: A

NEW QUESTION # 77

Which of the following statements best describes defined contribution (DC) plans?

- A. They require complex actuarial calculations and assumptions.
- B. The benefit is based on a formula that considers pay and service.
- C. They generally provide better benefits to employees with longer service.
- D. The employee assumes the risk for the investments.

Answer: D

NEW QUESTION # 78

Why are lump-sum increases generally used?

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

Answer: C

NEW QUESTION # 79

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