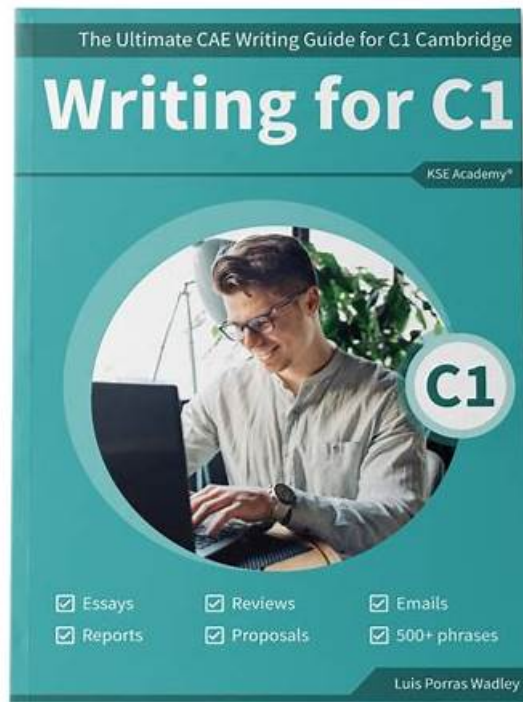


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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q83-Q88):

NEW QUESTION # 83

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. No additional data analysis is needed. Delta should increase pay rates based on the existing data to decrease turnover.
- C. Qualitative data collection in the form of an employee survey with questions about employee satisfaction with pay levels
- D. Additional quantitative analysis to determine whether pay rates are truly competitive or existing data are unreliable

Answer: A

NEW QUESTION # 84

To qualify for the executive exemption from the minimum wage and overtime provisions of the FLSA, among other things what must an employee do?

- A. Customarily and regularly direct the work of at least two full-time employees
- B. Perform work that is intellectual and varied
- C. Devote less than 15% of his/her time to nonexempt work
- D. Possess knowledge of an advanced type in business administration

Answer: A

NEW QUESTION # 85

Which of the following best describes severance allowances?

- A. A continuation of a portion of an employee's salary to a beneficiary after the death of an employee
- B. A portion of one's salary paid during reserve duty and military leave
- C. A continuation of an employee's salary after termination
- D. A practice of paying a lump sum to employees during a company shutdown

Answer: C

NEW QUESTION # 86

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

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

Answer: A

NEW QUESTION # 87

Regarding fixed and variable costs, what are Finance's primary concerns?

- A. Fixed costs and variable costs are equally important and both should be kept to a minimum.
- B. Fixed costs are not a concern because they cannot be changed, so the focus is primarily on variable costs.
- C. Variable costs often have a heavier focus than fixed costs, which applies to all areas, including compensation.

