

WorldatWork C1 Exam Questions - The Advantages of PrepAwayPDF Preparation Material



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WorldatWork C1 (Regulatory Environments for Compensation Programs) Exam is a comprehensive certification program that measures a candidate's knowledge and understanding of the regulatory environments that govern compensation programs. C1 exam is designed for professionals who are involved in designing, implementing, and managing compensation programs in organizations. It is an essential credential for HR professionals, compensation analysts, and other individuals who are responsible for ensuring compliance with compensation regulations and laws.

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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q26-Q31):

NEW QUESTION # 26

What type of pay increase is given when an organization finds that its compensation program is behind competitive market rates?

- A. Cost of living
- **B. General**
- C. Merit
- D. Automatic

Answer: B

NEW QUESTION # 27

What best describes the primary purpose of budgeting?

- **A. Making choices about spending based on expectations of performance**
- B. Increasing profitability of the business annually to maximize shareholder/owner value
- C. Complying with local legislation and maintaining accurate records to prepare financial reports and tax documents
- D. Limiting spending to a fixed percentage of organizational revenue

Answer: A

NEW QUESTION # 28

Which of the following acts is focused on employers with service contracts with the government?

- A. Sherman Antitrust Act
- B. National Labor Relations Act
- C. Davis-Bacon Act
- **D. McNamara-O'Hara Act**

Answer: D

NEW QUESTION # 29

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

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

Answer: D

NEW QUESTION # 30

What do profits, equity and debt all have in common?

- A. Nothing. Each of these is a different financial metric.
- **B. They are all sources of capital.**
- C. They all incur the same costs to the business.
- D. They are all reported on the balance sheet.

Answer: B

NEW QUESTION # 31

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