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

NEW QUESTION # 77

To establish disparate treatment in violation of Title VII of the Civil Rights Act of 1964, an employee must prove that the employer intentionally maintains the pay disparity because the employee is a member of a protected class and which of the following?

- A. He or she receives a lower wage than a co-worker of the opposite sex.
- B. He or she is paid less than employees who are not members of the same protected group.
- C. The employer maintains a wage disparity between employees who do unequal, but comparable work.

Answer: B

NEW QUESTION # 78

Which of the following is the best example of applying business acumen to data analysis?

- A. Identifying trends and key messages emerging over time
- B. Providing quarterly incentive estimates for accruals
- C. Compiling data needed to calculate salary budgets and merit increases
- D. Reviewing historical trends to complete annual budgets

Answer: A

NEW QUESTION # 79

Which of the following is an example of a reasonable accommodation?

- A. Providing a pre-employment medical exam
- B. Job restructuring
- C. Creating a separate area for the disabled employee to work
- D. Creating a new position in the company

Answer: B

NEW QUESTION # 80

The XYZ Company opened a new manufacturing facility with a capital investment of 10,000,000. The cost to obtain the capital was 8%. In its first year of operations, the facility's net operating profit after taxes was 10,500,000. What was the economic value added (EVA) using the EVA formula?

- A. 9,700,000
- B. 8,000,000
- C. 500,000
- D. 840,000

Answer: A

NEW QUESTION # 81

Under the Equal Pay Act, which is an acceptable defense to justify differences between the rates of pay for men and women assigned to the same job?

- A. The differential is due to the fact that the men have more seniority with the employer.
- B. The women are all graduates of the most prestigious schools, and graduates from those schools command higher salaries.
- C. All of the women have some professional certification or registration, whereas none of the men have comparable credentials.
- D. The male employees have substantially more education than the female employees.

Answer: A

NEW QUESTION # 82

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