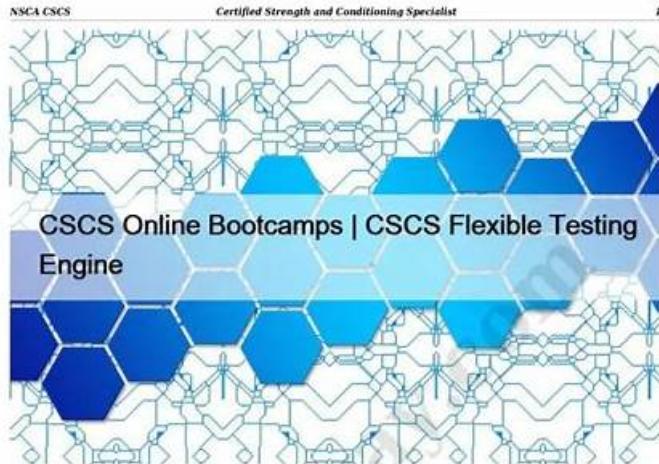


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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q43-Q48):

NEW QUESTION # 43

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

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

Answer: A

NEW QUESTION # 44

As a general rule, what are individual contributors most likely to ask about their compensation?

- A. How the company sets compensation budgets
- B. How their pay compares to co-workers
- C. How the company makes pay decisions that affect them
- D. What the take-home pay will be

Answer: C

NEW QUESTION # 45

Which of the following statements regarding the Worker Economic Opportunity Act is most accurate?

- A. Stock options may be granted at a 20% discount
- B. Employers must include stock profits in overtime calculations.
- C. Employees must hold options for at least 3 months.
- D. Employees are not required to participate

Answer: D

NEW QUESTION # 46

Which employees are covered by the National Labor Relations Act?

- A. Airline and railroad employees
- B. Employee who work for companies that sell goods in various states

- C. City, state and federal government employees

Answer: B

NEW QUESTION # 47

What best describes what forecasting helps the organization to do?

- A. Recognize possible issues and concerns that will drive budget planning
- B. Anticipate future capital needs by determining when the organization will enter the next phase of the business lifecycle
- C. Withhold payroll taxes for all elements of compensation
- D. Prepare quarterly and annual reports and their associated statements

Answer: A

NEW QUESTION # 48

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