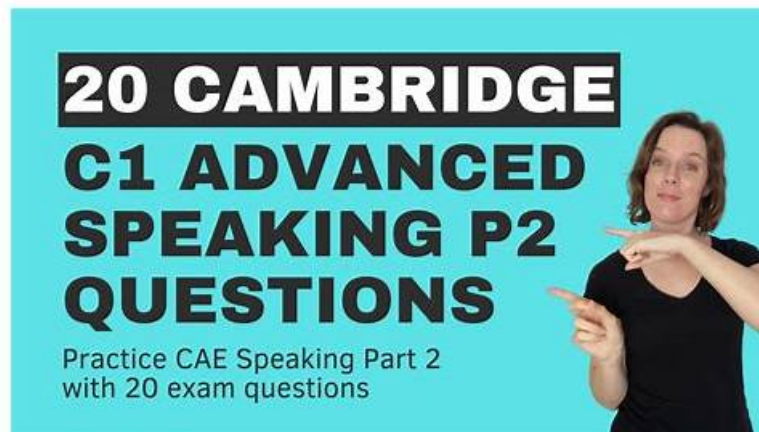


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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q66-Q71):

NEW QUESTION # 66

What is a primary objective of profit-sharing and performance-sharing variable pay plans?

- A. To reward individual employees for some significant contribution
- B. To achieve organizational cost savings through base pay reductions
- C. To increase employee identification with the organization's success
- D. To defer compensation expenses to future reporting periods

Answer: C

NEW QUESTION # 67

Why are lump-sum increases generally used?

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

Answer: A

NEW QUESTION # 68

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

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

Answer: B

NEW QUESTION # 69

What is the most accurate statement regarding forecasting?

- A. It is done primarily by using historical revenue and expense data.
- B. It is a precise estimate of what the future holds for the organization.
- C. It is done primarily by evaluating market conditions and economic indicators.
- D. It uses internal and external factors to help answer questions about business expectations for the future.

Answer: D

NEW QUESTION # 70

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

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

Answer: C

NEW QUESTION # 71

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