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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q60-Q65):

NEW QUESTION # 60
Which of the following is the best example of applying business acumen to data analysis?

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

Answer: C

NEW QUESTION # 61
Gross margin is which of the following, as percent of revenue?

- A. Expenses plus taxes and depreciation
- B. Revenue minus cost of goods sold
- C. Cost of goods sold
- D. Gross profit minus expenses

Answer: B

NEW QUESTION # 62
Which of the following documents is a requirement of the FLSA for all nonexempt employees?

- A. Copies of employee W-2s
- B. Records on hours worked and wages paid
- C. Discharge notices stating reason for discharge
- D. Copies of pay stubs

Answer: B

NEW QUESTION # 63
Which of the following is the earnings available to equity owners after paying debt and taxes?

- A. EBIT
- B. Net income
- C. Operating profit
- D. EPS

Answer: B

NEW QUESTION # 64
What best describes what forecasting helps the organization to do?

- A. Withhold payroll taxes for all elements of compensation

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

Answer: D

NEW QUESTION # 65
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