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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q73-Q78):

NEW QUESTION # 73

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

Answer: B

NEW QUESTION # 74

Which of the following best describes the most likely perspectives of different groups in the organization that compensation professionals must be aware of?

- A. Operating departments and HR understand the company must live within its means and Finance cannot allocate funds to a budget if it is likely that profitability will be adversely affected.
- B. Investors and Finance want to see money spent wisely. Legal must ensure compliance, and HR and operating departments want to see their needs taken into account to attract, retain and motivate a high quality workforce.
- C. Operating departments view compensation as it applies to them, HR must balance available resources to attract, retain and motivate employees and Finance knows the value of a motivated workforce and will provide the budget necessary to achieve it.
- D. Investors want to maximize gains and want to see compensation tightly controlled and Legal needs to ensure that compensation plans do not attract undue scrutiny.

Answer: B

NEW QUESTION # 75

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

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

Answer: B

NEW QUESTION # 76

What statement is most accurate regarding communication of compensation information?

- A. The ready availability of information online has made it unnecessary for compensation professionals to tailor messages since individuals can research terms and concepts after the fact if they don't understand a communication.
- B. Compensation professionals should anticipate the level of the audience and tailor messages to their needs.
- C. Compensation terms and practices are unclear to most individuals who do not work in this area and communication should be tailored to the least informed member of the target audience.
- D. Compensation terms are well-known and easily understood by most stakeholders.

Answer: B

NEW QUESTION # 77

What best describes what forecasting helps the organization to do?

- A. Prepare quarterly and annual reports and their associated statements
- B. Withhold payroll taxes for all elements of compensation
- C. Recognize possible issues and concerns that will drive budget planning

- Answer: C**

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