

C1 Pass-For-Sure Braindumps: Regulatory Environments for Compensation Programs & C1 Quiz Guide

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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q56-Q61):

NEW QUESTION # 56

How are the compensation communication needs of managers different from those of individual employees?

- A. They have more duties and responsibilities and are less likely to have the time to discuss compensation issues.
- B. They aren't. Managers are concerned about their compensation also.
- C. They are also responsible for merit increases, incentives and hiring so they have greater information needs.
- D. They tend to have more influence, so it is important to resolve any concerns they have quickly and efficiently.

Answer: C

NEW QUESTION # 57

Who enforces Title VII of the Civil Rights Act of 1964?

- A. The Office of Federal Contract Compliance
- B. The Equal Employment Opportunity Commission
- C. The National Civil Rights Commission
- D. The Wage and Hour Division of the Department of Labor

Answer: B

NEW QUESTION # 58

Which of the following is appropriate when an employee is required by the employer to attend training as a condition of employment?

- A. Even when the training is required, as long as the classes are outside working time and not on company property, they are not hours worked.
- B. No training time is considered hours worked even if it is a condition of employment, since the employee is free to leave the company.
- C. Only educational programs focused on remedial education (up to eighth grade) can be excluded from the 40-hr criteria for time and a half.
- D. Appropriate study time does not count as hours worked regardless of the educational level of the training program.

Answer: C

NEW QUESTION # 59

Step-rate increase programs provide employees the opportunity to receive two regular pay increases at which points?

- A. At established dates and then every six months thereafter
- B. At the anniversary date and at the annual merit increase date
- C. On January 1 and July 1 of each year
- D. Once when they move a step, and again when the step value changes

Answer: D

NEW QUESTION # 60

What is the top line or starting point of an organization's income?

- A. Gross profit
- B. Operating profit
- C. Net income
- D. Revenue

Answer: D

NEW QUESTION # 61

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