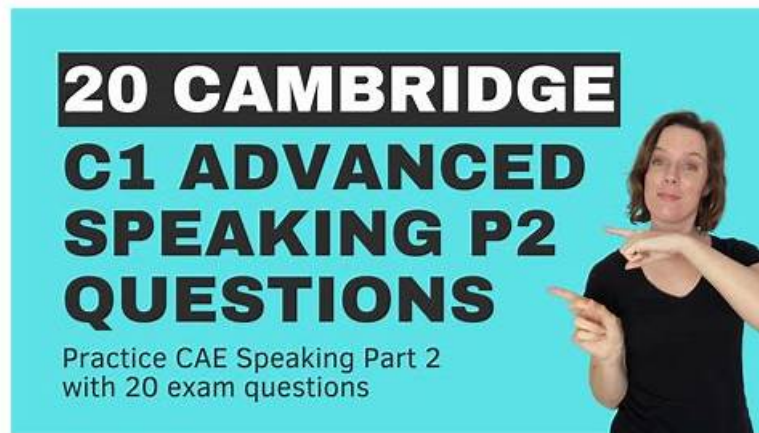


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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q49-Q54):

NEW QUESTION # 49

Internal process metrics are most useful in which of the following situations?

- **A. Assessing how well the business is running**
- B. Evaluating customer perceptions of products or services
- C. Measuring the financial success of the business
- D. Determining employee satisfaction levels

Answer: A

NEW QUESTION # 50

What are usual, customary and reasonable charges (UCR)?

- A. The charges that are allowable for any given medical procedure with no pre-treatment authorization
- B. The charges that are typically paid up front by a plan participant for services rendered.
- C. The charges that are published annually in the Global Insurers' Medical Cost Comparison Guide
- **D. The charges that an insurance carrier determines are normal for a particular medical procedure within a specific geographical area**

Answer: D

NEW QUESTION # 51

A medical benefits plan provision ensuring that the correct plan is paying expenses when the member is covered under more than one plan is known as what?

- A. Coinsurance
- B. Out-of-pocket expenses
- C. Deductible
- **D. Coordination of benefits**

Answer: D

NEW QUESTION # 52

Which of the following is typically considered a health care benefit?

- A. Defined contribution plan
- B. Death benefits
- **C. Vision plan**
- D. Defined benefit plan

Answer: C

NEW QUESTION # 53

Regarding fixed and variable costs, what are Finance's primary concerns?

- A. Fixed costs are not a concern because they cannot be changed, so the focus is primarily on variable costs.
- B. Fixed costs and variable costs are equally important and both should be kept to a minimum.
- **C. Variable costs often have a heavier focus than fixed costs, which applies to all areas, including compensation.**
- D. Fixed costs must be kept to a minimum, but variable costs can fluctuate since they tend to correlate with revenue.

Answer: C

NEW QUESTION # 54

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