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WorldatWork Regulatory Environments for Compensation Programs Sample

Questions (Q72-Q77):

NEW QUESTION # 72

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 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.
- B. 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.
- C. 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.
- D. 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.

Answer: C

NEW QUESTION # 73

When connecting with other business units, what best describes a reason why is it important to keep up to date on organizational challenges?

- A. Because you can demonstrate your understanding of issues from multiple perspectives
- B. Because you will be able to explain the negative consequences of opposing your position
- C. Because stakeholders with diverse opinions tend to compromise when they are aware that others know their weaknesses
- D. Because you will be more informed when differences of opinion occur, lending more credibility to your position

Answer: A

NEW QUESTION # 74

Who are you most likely to hear from if there are questions about an employee's compensation?

- A. A concerned co-worker
- B. The employee's manager
- C. The employee's department head
- D. The employee

Answer: B

NEW QUESTION # 75

The concept of bona fide occupational qualifications has most direct relevance to which of the following components of employee compensation programs?

- A. Job descriptions
- B. Job specifications
- C. Salary surveys
- D. Performance evaluations

Answer: B

NEW QUESTION # 76

Which government agency enforces the Sherman Antitrust Acton issues related to the workforce?

- A. Equal Employment Opportunity Commission
- B. Department of Labor
- C. National Labor Relations Board

- D. Office of Federal Contract Compliance Programs

Answer: B

NEW QUESTION # 77

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