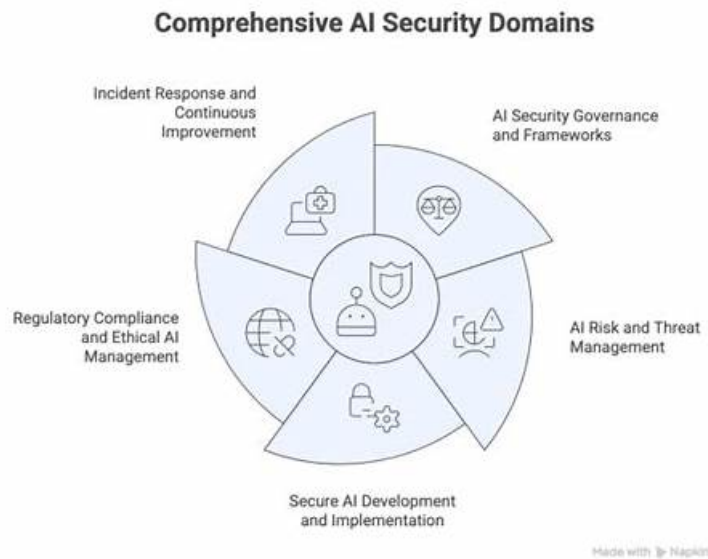


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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q66-Q71):

NEW QUESTION # 66

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

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

Answer: B

NEW QUESTION # 67

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

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

Answer: A

NEW QUESTION # 68

Which of the following are the two primary elements of benefits?

- A. Mental health coverage and health care coverage
- **B. Pay for time not worked and income protection programs**
- C. Defined contribution and defined benefits plans
- D. Unemployment and disability

Answer: B

NEW QUESTION # 69

What statement is most accurate regarding communication of compensation information?

- **A. Compensation professionals should anticipate the level of the audience and tailor messages to their needs.**
- B. 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.
- C. Compensation terms are well-known and easily understood by most stakeholders.
- D. 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.

Answer: A

NEW QUESTION # 70

If a company has a higher percentage of employees with fixed compensation than variable compensation, what happens as revenues increase?

- A. Compensation costs and revenue increase at approximately the same rate.
- **B. Compensation costs eventually decrease as a percent of revenue, increasing profit growth.**
- C. Compensation costs remain the same as a percent of revenue until variable compensation costs exceed fixed compensation costs.
- D. Compensation costs eventually stabilize and become a consistent percent of revenue.

Answer: B

NEW QUESTION # 71

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