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WorldatWork C1 Exam covers a wide range of topics related to compensation regulations, including the Fair Labor Standards Act (FLSA), the Americans with Disabilities Act (ADA), Title VII of the Civil Rights Act, and more. It evaluates the candidate's ability to understand the legal and regulatory requirements for compensation programs, including minimum wage laws, overtime rules, and other related guidelines. Additionally, the exam assesses the candidate's knowledge of the impact of compensation programs on employee morale, retention, and productivity.

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

### NEW QUESTION # 73

What do working capital metrics evaluate?

- A. A company's mean capital expenditure per employee
- B. The change in working capital over a specific period of time, typically one year
- C. The amount of cash needed to meet the company's short-term obligations
- D. A company's efficiency in converting short-term capital into cash

**Answer: D**

**NEW QUESTION # 74**

What do profits, equity and debt all have in common?

- A. They all incur the same costs to the business.
- B. They are all reported on the balance sheet.
- C. They are all sources of capital.
- D. Nothing. Each of these is a different financial metric.

**Answer: C**

**NEW QUESTION # 75**

To establish disparate treatment in violation of Title VII of the Civil Rights Act of 1964, an employee must prove that the employer intentionally maintains the pay disparity because the employee is a member of a protected class and which of the following?

- A. The employer maintains a wage disparity between employees who do unequal, but comparable work.
- B. He or she is paid less than employees who are not members of the same protected group.
- C. He or she receives a lower wage than a co-worker of the opposite sex.

**Answer: B**

**NEW QUESTION # 76**

Which of the following is a type of variable pay?

- A. Hourly rate
- B. Salary
- C. Commissions
- D. Piece rate

**Answer: C**

**NEW QUESTION # 77**

Which of the following best describes severance allowances?

- A. A portion of one's salary paid during reserve duty and military leave
- B. A practice of paying a lump sum to employees during a company shutdown
- C. A continuation of an employee's salary after termination
- D. A continuation of a portion of an employee's salary to a beneficiary after the death of an employee

**Answer: C**

**NEW QUESTION # 78**

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