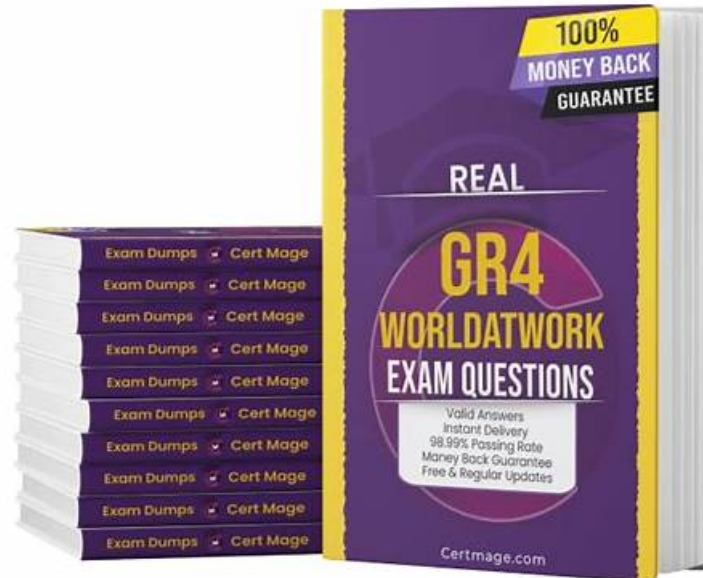


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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q32-Q37):

NEW QUESTION # 32

What best describes a use of strategic analysis?

- A. Evaluating prior year performance for the narrative portion of annual financial reports
- B. Pricing your products appropriately
- **C. Understanding your business and its competitive strengths and weaknesses**
- D. Forecasting profit, growth and investment performance to develop realistic budgets

Answer: C

NEW QUESTION # 33

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

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

Answer: D

NEW QUESTION # 34

Regarding fixed and variable costs, what tends to happen as revenue increases?

- **A. Fixed costs remain the same and consume a lower percent of revenue**
- B. Variable costs increase and consume a higher percent of revenue
- C. Variable costs decrease
- D. Fixed costs decrease

Answer: A

NEW QUESTION # 35

Until what age does the FLSA limit the number of hours of nonhazardous work? (...as long as the overtime pay provisions are met)

- A. 14 years of age
- B. 18 years of age
- **C. 16 years of age**
- D. 15 years of age

Answer: C

NEW QUESTION # 36

Which type of base pay is typically based on an individual employee's rate of production?

- **A. Piece rate**
- B. Salary
- C. Production rate
- D. Hourly rate

Answer: A

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