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| Microsoft SC-300: Microsoft Identity and Access Administrator

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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q41-Q46):

NEW QUESTION # 41

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

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

Answer: D

NEW QUESTION # 42

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

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

Answer: C

NEW QUESTION # 43

Which of the following might be an example of the influence of the Americans with Disabilities Act on compensation?

- A. Companies should determine pay based on physical skills
- B. Companies must conduct pre-employment medical exams on all new employees
- C. Special promotion requirements must be developed for the disabled employee
- **D. Job descriptions must be written to ensure they cover the critical functions of the job**

Answer: D

NEW QUESTION # 44

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

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

Answer: A

NEW QUESTION # 45

Which employees are covered by the National Labor Relations Act?

- **A. Employee who work for companies that sell goods in various states**
- B. Airline and railroad employees
- C. City, state and federal government employees

Answer: A

NEW QUESTION # 46

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