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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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