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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q48-Q53):

NEW QUESTION # 48

Who are you most likely to hear from if there are questions about an employee's compensation?

- A. A concerned co-worker
- B. The employee's department head
- C. The employee's manager
- D. The employee

Answer: C

NEW QUESTION # 49

Which of the following best describes a form of base pay that is a fixed weekly, biweekly or monthly payment?

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

Answer: B

NEW QUESTION # 50

To qualify for the executive exemption from the minimum wage and overtime provisions of the FLSA, among other things what must an employee do?

- **A. Customarily and regularly direct the work of at least two full-time employees**
- B. Devote less than 15% of his/her time to nonexempt work
- C. Possess knowledge of an advanced type in business administration
- D. Perform work that is intellectual and varied

Answer: A

NEW QUESTION # 51

Which act does the Office of Federal Contract Compliance Programs (OFCCP) enforce?

- A. Civil Rights Act of 1991
- B. Americans with Disabilities Act
- **C. Vocational Rehabilitation Act**
- D. Age Discrimination in Employment Act

Answer: C

NEW QUESTION # 52

What statement is most accurate regarding compensation communications with employees at varying levels?

- **A. They usually require more detail for senior employees regarding plan details and performance and the needs from one employee group to another can vary greatly.**
- B. They tend to be fairly consistent because the elements of pay may differ, but the concerns are universal.
- C. They generally require a greater degree of detail for lower level employees who have less of an understanding of pay plan design.
- D. They should be kept to a minimum for employees at all levels to maximize efficiency and efforts can be focused only on those who have questions.

Answer: A

NEW QUESTION # 53

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