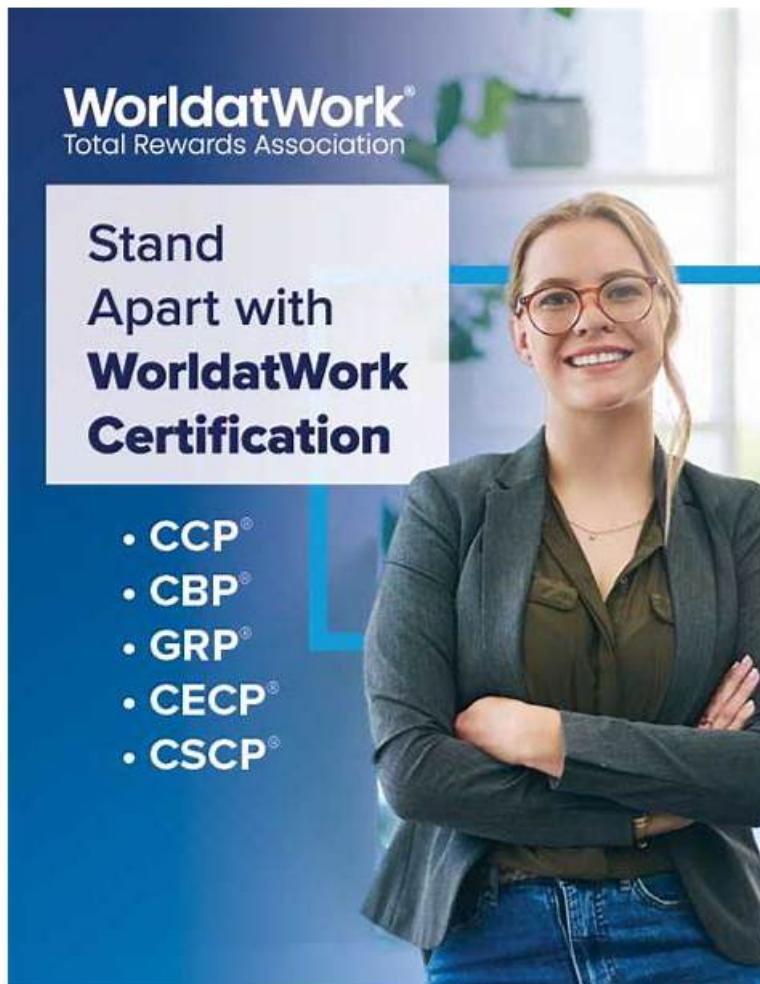


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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q25-Q30):

NEW QUESTION # 25

If a company has a higher percentage of employees with fixed compensation than variable compensation, what happens as revenues increase?

- A. Compensation costs remain the same as a percent of revenue until variable compensation costs exceed fixed compensation costs.
- B. Compensation costs and revenue increase at approximately the same rate.
- C. Compensation costs eventually decrease as a percent of revenue, increasing profit growth.
- D. Compensation costs eventually stabilize and become a consistent percent of revenue.

Answer: C

NEW QUESTION # 26

Why are lump-sum increases generally used?

- A. To control annual fixed costs from base pay adjustments
- B. To make up for benefits not provided by the organization
- C. To elevate employees who are below the midpoint in the range
- D. To reward employees under short-term incentive plans

Answer: A

NEW QUESTION # 27

Which of the following best describes the most likely perspectives of different groups in the organization that compensation professionals must be aware of?

- A. Investors and Finance want to see money spent wisely. Legal must ensure compliance, and HR and operating departments want to see their needs taken into account to attract, retain and motivate a high quality workforce.
- B. Investors want to maximize gains and want to see compensation tightly controlled and Legal needs to ensure that compensation plans do not attract undue scrutiny.
- C. Operating departments and HR understand the company must live within its means and Finance cannot allocate funds to a budget if it is likely that profitability will be adversely affected.
- D. Operating departments view compensation as it applies to them, HR must balance available resources to attract, retain and motivate employees and Finance knows the value of a motivated workforce and will provide the budget necessary to achieve it.

Answer: A

NEW QUESTION # 28

Which employees are covered by the National Labor Relations Act?

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

Answer: B

NEW QUESTION # 29

Who enforces Title VII of the Civil Rights Act of 1964?

- A. The Office of Federal Contract Compliance
- B. The Equal Employment Opportunity Commission

- C. The Wage and Hour Division of the Department of Labor
- D. The National Civil Rights Commission

Answer: B

NEW QUESTION # 30

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