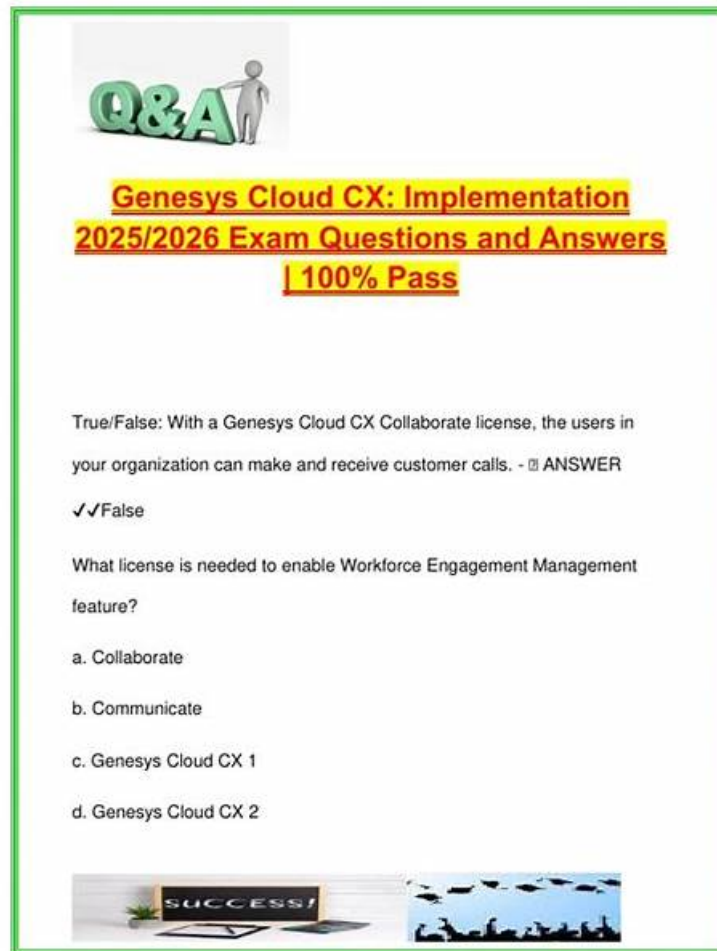


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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q53-Q58):

NEW QUESTION # 53

Which of the following benefits are usually offered at the discretion of the employer?

- A. Retirement plans
- B. Disability (occupational)
- C. Unemployment insurance
- D. Social security programs

Answer: A

NEW QUESTION # 54

Regarding cost analysis of compensation expense, which job is most likely to incur fixed costs for the company?

- A. Production worker
- B. IT contractor
- C. HR Director
- D. Account executive

Answer: C

NEW QUESTION # 55

As a general rule, what are individual contributors most likely to ask about their compensation?

- A. How the company sets compensation budgets
- B. What the take-home pay will be
- C. How the company makes pay decisions that affect them
- D. How their pay compares to co-workers

Answer: C

NEW QUESTION # 56

Step-rate increase programs provide employees the opportunity to receive two regular pay increases at which points?

- A. Once when they move a step, and again when the step value changes
- B. At established dates and then every six months thereafter
- C. On January 1 and July 1 of each year
- D. At the anniversary date and at the annual merit increase date

Answer: A

NEW QUESTION # 57

Which of the following are the two primary elements of benefits?

- A. Mental health coverage and health care coverage
- B. Defined contribution and defined benefits plans

- Answer: D**

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