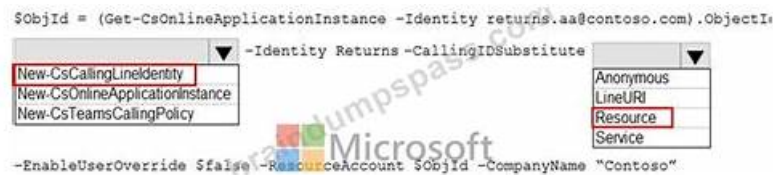


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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q81-Q86):

NEW QUESTION # 81

Internal process metrics are most useful in which of the following situations?

- A. Assessing how well the business is running
- B. Determining employee satisfaction levels
- C. Measuring the financial success of the business
- D. Evaluating customer perceptions of products or services

Answer: A

NEW QUESTION # 82

What type of pay increase is given when an organization finds that its compensation program is behind competitive market rates?

- A. Merit

- B. General
- C. Automatic
- D. Cost of living

Answer: B

NEW QUESTION # 83

Why are lump-sum increases generally used?

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

Answer: B

NEW QUESTION # 84

What best describes the primary purpose of budgeting?

- A. Complying with local legislation and maintaining accurate records to prepare financial reports and tax documents
- B. Limiting spending to a fixed percentage of organizational revenue
- C. Increasing profitability of the business annually to maximize shareholder/owner value
- D. Making choices about spending based on expectations of performance

Answer: D

NEW QUESTION # 85

Which of the following acts is focused on employers with service contracts with the government?

- A. National Labor Relations Act
- B. Sherman Antitrust Act
- C. Davis-Bacon Act
- D. McNamara-O'Hara Act

Answer: D

NEW QUESTION # 86

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