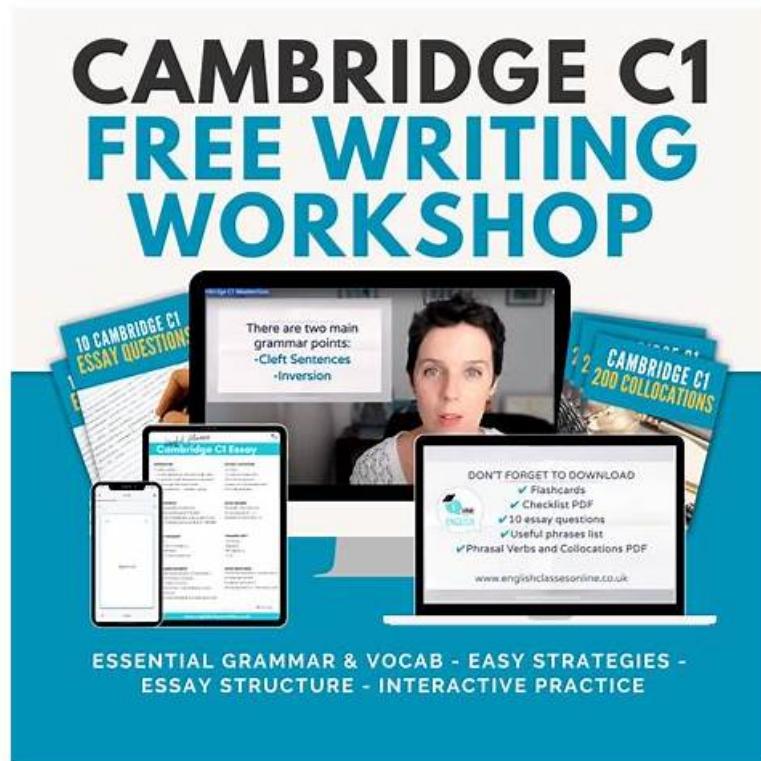


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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q54-Q59):

NEW QUESTION # 54

Which of the following is the best example of applying business acumen to data analysis?

- A. Providing quarterly incentive estimates for accruals
- B. Reviewing historical trends to complete annual budgets
- C. Identifying trends and key messages emerging over time
- D. Compiling data needed to calculate salary budgets and merit increases

Answer: C

NEW QUESTION # 55

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

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

Answer: D

NEW QUESTION # 56

What type of equity incentive gives employees the right to purchase company shares at a specified price?

- A. Restricted stock/shares
- B. Stock/share options
- C. Performance units
- D. Stock/share grants

Answer: B

NEW QUESTION # 57

Which of the following statements best describes defined benefit (DB) plans?

- A. There is no promise of a specific benefit at retirement.
- B. They are often integrated with government-sponsored programs.
- C. Employees are at risk for financial resources.
- D. Individual accounts must be maintained for each participant.

Answer: B

NEW QUESTION # 58

When would an employee most likely receive a differential in addition to the regular hourly rate?

- A. When working less time than his or her normal schedule
- B. When working in locations other than the corporate office
- C. When working a holiday or weekend
- D. When working in more than one department

Answer: C

NEW QUESTION # 59

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