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The C1 Certification Exam includes 80 multiple-choice questions and is four hours long. Candidates must correctly answer at least 70% of the questions to pass the exam. Topics covered in the exam include legal frameworks, compliance issues, government regulations, enforcement agencies, and case studies related to different regulatory environments.

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Our C1 study guide is carefully edited and reviewed by our experts. The design of the content conforms to the examination outline and its key points. Through the practice of our C1 exam questions, you can grasp the intention of the examination organization accurately. And we also have the Software version of our C1 Learning Materials that can simulate the real exam which can help you better adapt to the real exam.

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

NEW QUESTION # 53

When trying to achieve compromise and collaboration to achieve your goals, on which stakeholder(s) should you focus most of your efforts?

- A. Influencers and decision-makers who have the respect of employees and are both proponents and opponents of your objectives
- B. No one person. Identify your stakeholders and work to achieve consensus among the majority.
- C. Individuals with power in the organization who have the authority to overrule the concerns of opponents
- D. The most senior leader with the highest level of authority

Answer: A

NEW QUESTION # 54

To establish disparate treatment in violation of Title VII of the Civil Rights Act of 1964, an employee must prove that the employer intentionally maintains the pay disparity because the employee is a member of a protected class and which of the following?

- A. He or she is paid less than employees who are not members of the same protected group.
- B. The employer maintains a wage disparity between employees who do unequal, but comparable work.
- C. He or she receives a lower wage than a co-worker of the opposite sex.

Answer: A

NEW QUESTION # 55

Regarding presentations to executives, which of the following is most accurate?

- **A. Keep them brief**
- B. Use multiple media
- C. Leave backup data out of the presentation so there is time to develop an effective response to unexpected questions
- D. Include all details related to the issue

Answer: A

NEW QUESTION # 56

The XYZ Company opened a new manufacturing facility with a capital investment of 10,000,000. The cost to obtain the capital was 8%. In its first year of operations, the facility's net operating profit after taxes was 10,500,000. What was the economic value added (EVA) using the EVA formula?

- A. 500,000
- B. 840,000
- **C. 9,700,000**
- D. 8,000,000

Answer: C

NEW QUESTION # 57

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

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

Answer: C

NEW QUESTION # 58

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