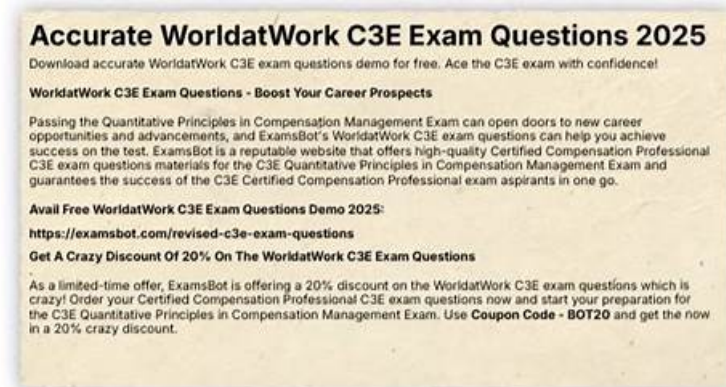


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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q60-Q65):

NEW QUESTION # 60

What is the most accurate statement regarding forecasting?

- A. It is done primarily by evaluating market conditions and economic indicators.
- B. It is done primarily by using historical revenue and expense data.
- C. It uses internal and external factors to help answer questions about business expectations for the future.
- D. It is a precise estimate of what the future holds for the organization.

Answer: C

NEW QUESTION # 61

Regarding compensation communications with executives, where do they tend to need the greatest level of understanding?

- A. In the differences in pay levels for the different levels of the organization
- B. In the methods and processes used to make pay decisions
- C. In the overall program objectives
- D. In the details of their individual compensation packages

Answer: C

NEW QUESTION # 62

What information do EEO posters provide to employees?

- A. Laws and rules for employee polygraph protection
- B. Various federal minimum wage rules
- C. Employee rights under the H-2A Program
- D. Laws and procedures for filing complaints

Answer: D

NEW QUESTION # 63

What do profits, equity and debt all have in common?

- A. They are all sources of capital.
- B. They are all reported on the balance sheet.
- C. Nothing. Each of these is a different financial metric.
- D. They all incur the same costs to the business.

Answer: A

NEW QUESTION # 64

Which one of the following practices will help to ensure proper documentation for compliance with legislation?

- A. Allow employees easy and unlimited access to documentation
- B. Be consistent in procedures and completeness
- C. Use one survey source instead of several

Answer: B

NEW QUESTION # 65

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