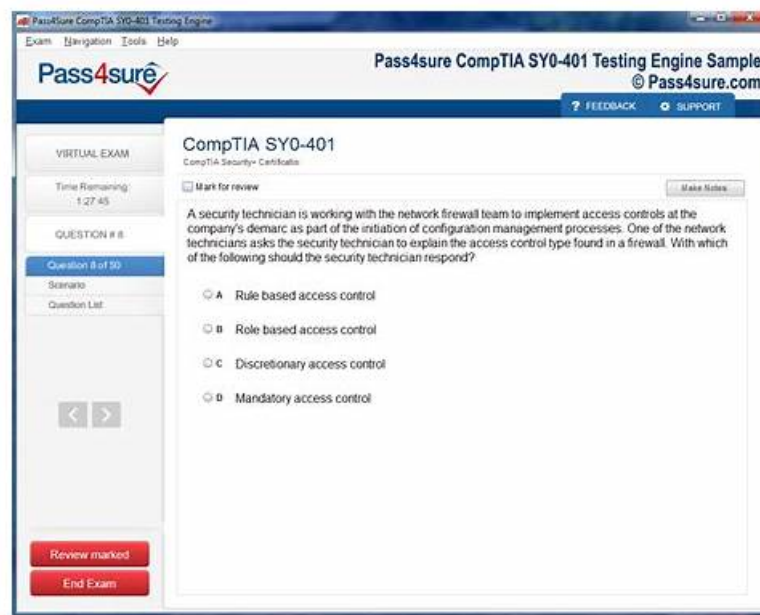


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WorldatWork C1 (Regulatory Environments for Compensation Programs) Exam is a certification program that focuses on the regulatory environments surrounding compensation programs. C1 exam is designed to test the knowledge and skills of compensation professionals, HR managers, and anyone involved in the development, implementation, and management of compensation programs.

WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q11-Q16):

NEW QUESTION # 11

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

- A. IT contractor

- B. HR Director
- C. Account executive
- D. Production worker

Answer: B

NEW QUESTION # 12

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. He or she receives a lower wage than a co-worker of the opposite sex.
- C. The employer maintains a wage disparity between employees who do unequal, but comparable work.

Answer: A

NEW QUESTION # 13

Your company has had a strong fiscal year with a 15% increase in net income over the prior fiscal year. Share prices are at an all time high. Working with Finance, you have arrived at a 2.5% merit increase budget for the next fiscal year, a smaller increase than the last fiscal year. Finance has indicated that some large capital expenditures will be needed next year, so the company needs to conserve resources. Additionally, Legal is in final negotiations on a lawsuit that may be very costly to the company. Word of the smaller increases has line management concerned that they will lose their best performers. Given all of these factors, what is your best course of action?

- A. Meet with Finance and make a case for a larger merit increase budget because the loss of key talent will cost more over the long term than the savings from the smaller merit increases
- B. Recommend a reduction in force to eliminate poor performers, which will increase the merit budget by reducing headcount
- C. Implement the merit increase budget as is because the anticipated financial obligations have made it necessary
- D. Gather the perspectives of all stakeholders, analyze their individual concerns and meet to determine whether a compromise solution is possible

Answer: D

NEW QUESTION # 14

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

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

Answer: D

NEW QUESTION # 15

What information do EEO posters provide to employees?

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

Answer: A

NEW QUESTION # 16

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These C1 exam question formats contain real, valid, and updated WorldatWork C1 exam questions that will assist you in WorldatWork Regulatory Environments for Compensation Programs exam preparation and enable you to pass the challenging WorldatWork C1 Exam with good scores. The WorldatWork C1 questions are prepared by highly experienced professionals and, thus, are kept to the point and concise.

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