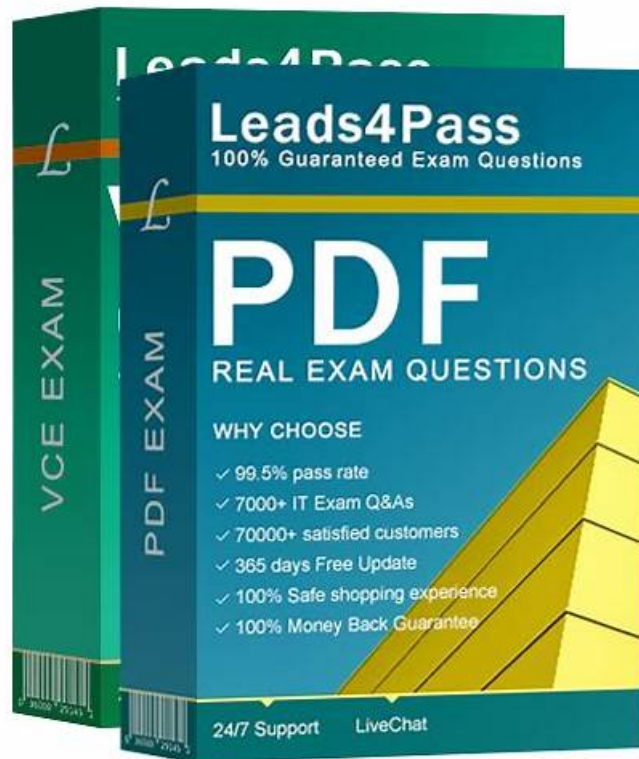


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The regulatory environments that surround compensation programs can be complex and challenging to navigate. However, with the WorldatWork C1 Certification, HR practitioners can gain the knowledge and skills necessary to develop and implement effective

compensation programs within the legal framework. Regulatory Environments for Compensation Programs certification provides a comprehensive overview of the various regulatory requirements and nuances that surround compensation programs, equipping professionals to develop and implement strategies that are both compliant and effective.

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

NEW QUESTION # 11

Which of the following is typically considered a health care benefit?

- **A. Vision plan**
- B. Defined benefit plan
- C. Defined contribution plan
- D. Death benefits

Answer: A

NEW QUESTION # 12

Which type of base pay is typically based on an individual employee's rate of production?

- A. Salary
- **B. Piece rate**
- C. Production rate
- D. Hourly rate

Answer: B

NEW QUESTION # 13

Which employees are covered by the National Labor Relations Act?

- A. City, state and federal government employees
- B. Airline and railroad employees
- **C. Employee who work for companies that sell goods in various states**

Answer: C

NEW QUESTION # 14

What is one reason that it is important to perform a periodic audit of processes and results?

- A. It is required by the Department of Labor
- **B. It builds in a process of continuous improvement**
- C. It determines what information and data sources will be used in the audit
- D. It is required in determining increase budgets

Answer: B

NEW QUESTION # 15

The Delta Company has experienced increased turnover in the past two years. Data from exit interviews indicate that most of those leaving did so for better opportunities and higher compensation. If Delta pays at the highest percentile of the market for their peer group, what data analysis should they do?

- A. No additional data analysis is needed. Delta should increase pay rates based on the existing data to decrease turnover.
- B. Qualitative data collection in the form of an employee survey with questions about employee satisfaction with pay levels
- **C. Qualitative data collection to talk to key stakeholders and employees and determine whether the exit interviews accurately reflect their concerns**
- D. Additional quantitative analysis to determine whether pay rates are truly competitive or existing data are unreliable

