

Real WorldatWork C1 PDF Questions - Great Tips

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- Why might the people need to be creative in these situations?
 - How might their creativity influence the end result?



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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q79-Q84):

NEW QUESTION # 79

Regarding medical plans, what is the out-of-pocket maximum?

- A. The limit the member will be required to pay at each doctor visit
- B. The maximum the plan will pay if the member is covered by another insurance plan
- C. The lifetime limit for benefits to any one employee
- D. The most that the member will be liable for in relation to co-insurance

Answer: D

NEW QUESTION # 80

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. Gather the perspectives of all stakeholders, analyze their individual concerns and meet to determine whether a compromise solution is possible**
- B. Implement the merit increase budget as is because the anticipated financial obligations have made it necessary
- C. 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
- D. Recommend a reduction in force to eliminate poor performers, which will increase the merit budget by reducing headcount

Answer: A

NEW QUESTION # 81

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

- A. It is required in determining increase budgets
- **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 by the Department of Labor

Answer: B

NEW QUESTION # 82

What is a primary objective of profit-sharing and performance-sharing variable pay plans?

- A. To reward individual employees for some significant contribution
- **B. To increase employee identification with the organization's success**
- C. To defer compensation expenses to future reporting periods
- D. To achieve organizational cost savings through base pay reductions

Answer: B

NEW QUESTION # 83

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 # 84

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