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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q19-Q24):

NEW QUESTION # 19

What best describes the most effective tactic for getting stakeholders' attention and buy-in?

- A. Explain in precise terms to each stakeholder how your position is the most realistic approach to the issue or concern
- B. Ask them to review or provide feedback, especially on something you have done for them
- C. Talk to the individuals they report to in advance and gain their support so the stakeholders realize upper management

- already supports your position
- D. Schedule a meeting of all stakeholders and make a strong case that overcomes all of their objections

Answer: B

NEW QUESTION # 20

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

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

Answer: B

NEW QUESTION # 21

Which of the following scenarios best describes a contract worker?

- A. A technician who works a scheduled shift and performs tasks as assigned according to specifications.
- B. An accounts payable specialist who works at the company site utilizing an internal A/P system and pays vendors according to company procedures.
- **C. A computer programmer who telecommutes, uses her own equipment and works for multiple employers**

Answer: C

NEW QUESTION # 22

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

Answer: C

NEW QUESTION # 23

To qualify for the executive exemption from the minimum wage and overtime provisions of the FLSA, among other things what must an employee do?

- A. Perform work that is intellectual and varied
- B. Devote less than 15% of his/her time to nonexempt work
- C. Possess knowledge of an advanced type in business administration
- **D. Customarily and regularly direct the work of at least two full-time employees**

Answer: D

NEW QUESTION # 24

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