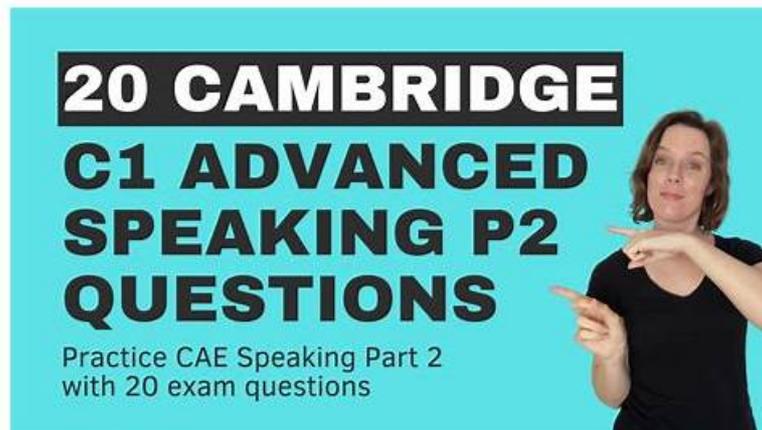


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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q81-Q86):

NEW QUESTION # 81

As a general rule, what are individual contributors most likely to ask about their compensation?

- A. How the company makes pay decisions that affect them
- B. How the company sets compensation budgets
- C. What the take-home pay will be
- D. How their pay compares to co-workers

Answer: A

NEW QUESTION # 82

Step-rate increase programs provide employees the opportunity to receive two regular pay increases at which points?

- A. At the anniversary date and at the annual merit increase date
- B. At established dates and then every six months thereafter
- C. On January 1 and July 1 of each year
- D. Once when they move a step, and again when the step value changes

Answer: D

NEW QUESTION # 83

Which of the following benefits are usually offered at the discretion of the employer?

- A. Retirement plans
- B. Unemployment insurance
- C. Social security programs
- D. Disability (occupational)

Answer: A

NEW QUESTION # 84

When would an employee most likely receive a differential in addition to the regular hourly rate?

- A. When working in more than one department
- B. When working in locations other than the corporate office
- C. When working a holiday or weekend
- D. When working less time than his or her normal schedule

Answer: C

NEW QUESTION # 85

When connecting with other business units, what best describes a reason why is it important to keep up to date on organizational challenges?

- A. Because you can demonstrate your understanding of issues from multiple perspectives
- B. Because you will be more informed when differences of opinion occur, lending more credibility to your position
- C. Because stakeholders with diverse opinions tend to compromise when they are aware that others know their weaknesses
- D. Because you will be able to explain the negative consequences of opposing your position

Answer: A

NEW QUESTION # 86

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