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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q91-Q96):

NEW QUESTION # 91

Which of the following best describes severance allowances?

- A. A continuation of an employee's salary after termination
- B. A portion of one's salary paid during reserve duty and military leave
- C. A continuation of a portion of an employee's salary to a beneficiary after the death of an employee
- D. A practice of paying a lump sum to employees during a company shutdown

Answer: A

NEW QUESTION # 92

Under the Equal Pay Act, which is an acceptable defense to justify differences between the rates of pay for men and women assigned to the same job?

- A. The male employees have substantially more education than the female employees.
- B. The women are all graduates of the most prestigious schools, and graduates from those schools command higher salaries.
- C. The differential is due to the fact that the men have more seniority with the employer.
- D. All of the women have some professional certification or registration, whereas none of the men have comparable credentials.

Answer: C

NEW QUESTION # 93

Until what age does the FLSA limit the number of hours of nonhazardous work? (...as long as the overtime pay provisions are met)

- A. 15 years of age
- B. 16 years of age
- C. 14 years of age
- D. 18 years of age

Answer: B

NEW QUESTION # 94

Which of the following is the best example of applying business acumen to data analysis?

- A. Compiling data needed to calculate salary budgets and merit increases
- B. Reviewing historical trends to complete annual budgets
- C. Identifying trends and key messages emerging over time
- D. Providing quarterly incentive estimates for accruals

Answer: C

NEW QUESTION # 95

Which of the following statements best describes defined contribution (DC) plans?

- A. They require complex actuarial calculations and assumptions.
- B. They generally provide better benefits to employees with longer service.

- C. The employee assumes the risk for the investments.
 - D. The benefit is based on a formula that considers pay and service.

Answer: C

NEW QUESTION # 96

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