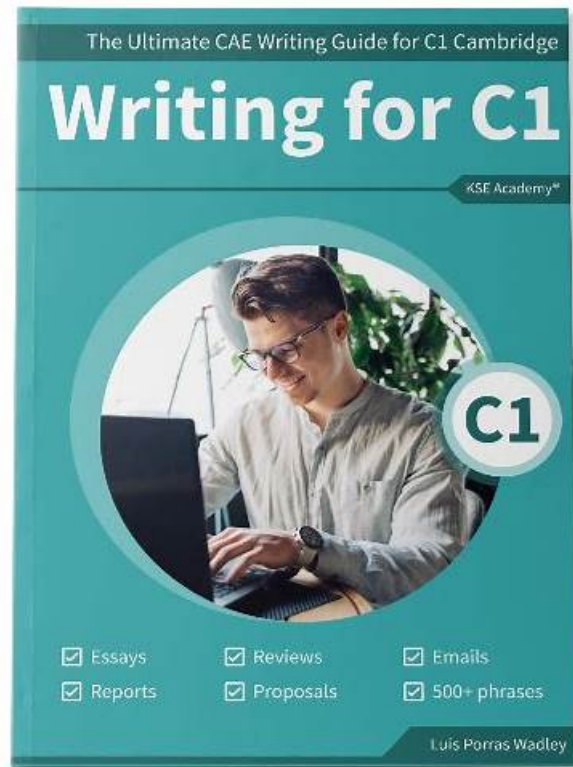


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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q75-Q80):

NEW QUESTION # 75

Which of the following is appropriate when an employee is required by the employer to attend training as a condition of employment?

- A. Even when the training is required, as long as the classes are outside working time and not on company property, they are not hours worked.
- B. Appropriate study time does not count as hours worked regardless of the educational level of the training program.
- C. No training time is considered hours worked even if it is a condition of employment, since the employee is free to leave the company.
- **D. Only educational programs focused on remedial education (up to eighth grade) can be excluded from the 40-hr criteria for time and a half.**

Answer: D

NEW QUESTION # 76

What are usual, customary and reasonable charges (UCR)?

- A. The charges that are published annually in the Global Insurers' Medical Cost Comparison Guide
- B. The charges that are typically paid up front by a plan participant for services rendered.
- C. The charges that are allowable for any given medical procedure with no pre-treatment authorization
- **D. The charges that an insurance carrier determines are normal for a particular medical procedure within a specific geographical area**

Answer: D

NEW QUESTION # 77

Upon which criterion are step increases typically based?

- A. Market adjustment
- B. Skills
- **C. Longevity**
- D. Individual performance

Answer: C

NEW QUESTION # 78

What best describes an effective core technique for communicating with executives?

- A. Focus on negative issues first, such as compensation costs exceeding budget, to get their attention
- B. Provide a wide range of facts and figures. With their high level of responsibility, executives must have all the data before they can make informed decisions.
- C. Assume they have little knowledge of the issue and make a detailed presentation leading up to the purpose of the meeting.
- **D. Recommend a solution that will solve the issue and explain why it is the best solution available.**

Answer: D

NEW QUESTION # 79

What do working capital metrics evaluate?

- A. The change in working capital over a specific period of time, typically one year
- B. The amount of cash needed to meet the company's short-term obligations

- C. A company's mean capital expenditure per employee
- D. A company's efficiency in converting short-term capital into cash

Answer: D

NEW QUESTION # 80

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