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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q29-Q34):

NEW QUESTION # 29

What type of pay increase is given when an organization finds that its compensation program is behind competitive market rates?

- **A. General**
- B. Automatic
- C. Cost of living
- D. Merit

Answer: A

NEW QUESTION # 30

When trying to achieve compromise and collaboration to achieve your goals, on which stakeholder(s) should you focus most of your efforts?

- A. No one person. Identify your stakeholders and work to achieve consensus among the majority.
- **B. Influencers and decision-makers who have the respect of employees and are both proponents and opponents of your objectives**
- C. Individuals with power in the organization who have the authority to overrule the concerns of opponents
- D. The most senior leader with the highest level of authority

Answer: B

NEW QUESTION # 31

How do commissions typically differ from annual incentives for non-executive employees?

- A. They are based on a predetermined performance and reward schedule.
- B. They are intended to align the interests of the employee with those of the organization.
- **C. They tend to make up the larger portion of an employee's total compensation.**
- D. They are offered to motivate employee performance.

Answer: C

NEW QUESTION # 32

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

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

Answer: C

NEW QUESTION # 33

Which of the following best describes a factor that has influenced the growth and change in benefits?

- A. Employees have longer career expectations.
- **B. Employees are expressing a greater desire for choice in their benefits.**
- C. Decreasing costs are causing growth in the numbers of benefits employers offer.
- D. There is a decreasing number of females in the workforce.

Answer: B

NEW QUESTION # 34

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