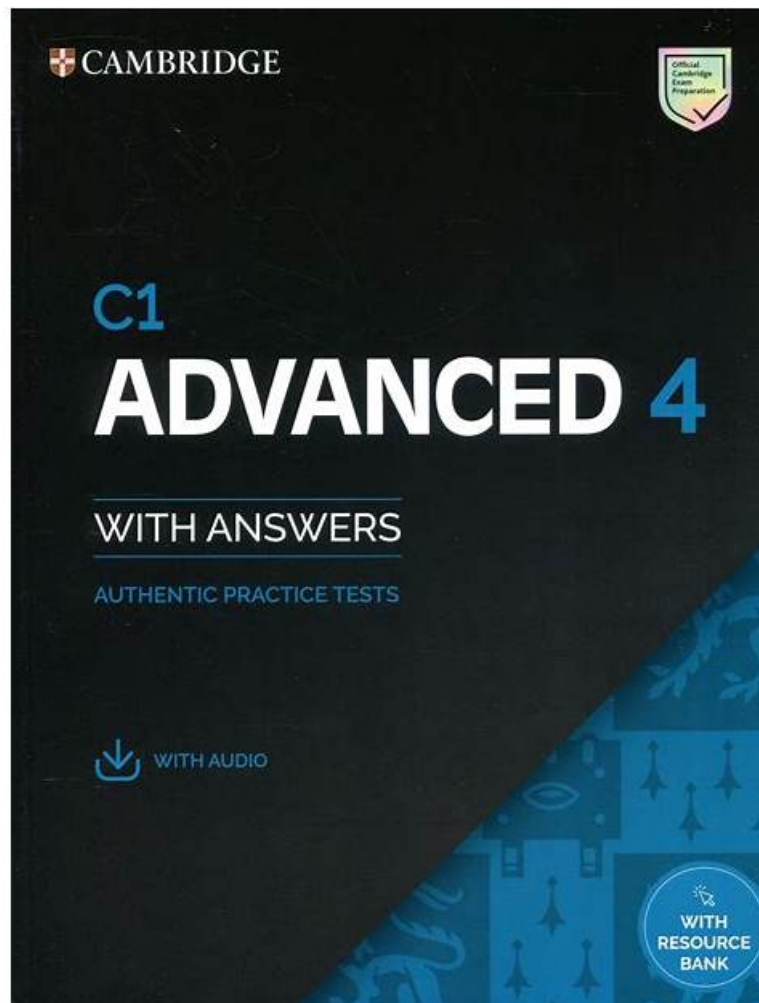


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WorldatWork Regulatory Environments for Compensation Programs Sample

Questions (Q76-Q81):

NEW QUESTION # 76

What was the Bennett Amendment intended to do?

- A. Eliminate the potential conflict between Title VII and EPA
- B. Make it easier to enforce the Equal Pay Act
- C. Make the regulations covered under Title VII of the Civil Rights Act of 1964 more strict
- D. Prohibit gender-based discrimination

Answer: A

NEW QUESTION # 77

How are the compensation communication needs of managers different from those of individual employees?

- A. They aren't. Managers are concerned about their compensation also.
- B. They are also responsible for merit increases, incentives and hiring so they have greater information needs.
- C. They have more duties and responsibilities and are less likely to have the time to discuss compensation issues.
- D. They tend to have more influence, so it is important to resolve any concerns they have quickly and efficiently.

Answer: B

NEW QUESTION # 78

Gross margin is which of the following, as percent of revenue?

- A. Cost of goods sold
- B. Revenue minus cost of goods sold
- C. Gross profit minus expenses
- D. Expenses plus taxes and depreciation

Answer: B

NEW QUESTION # 79

Upon which criterion are step increases typically based?

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

Answer: B

NEW QUESTION # 80

Which government agency enforces the Sherman Antitrust Act on issues related to the workforce?

- A. Department of Labor
- B. National Labor Relations Board
- C. Office of Federal Contract Compliance Programs
- D. Equal Employment Opportunity Commission

Answer: A

NEW QUESTION # 81

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