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## WorldatWork Regulatory Environments for Compensation Programs Sample

## Questions (Q51-Q56):

### NEW QUESTION # 51

Your company has had a strong fiscal year with a 15% increase in net income over the prior fiscal year. Share prices are at an all time high. Working with Finance, you have arrived at a 2.5% merit increase budget for the next fiscal year, a smaller increase than the last fiscal year. Finance has indicated that some large capital expenditures will be needed next year, so the company needs to conserve resources. Additionally, Legal is in final negotiations on a lawsuit that may be very costly to the company. Word of the smaller increases has line management concerned that they will lose their best performers. Given all of these factors, what is your best course of action?

- A. Implement the merit increase budget as is because the anticipated financial obligations have made it necessary
- B. **Gather the perspectives of all stakeholders, analyze their individual concerns and meet to determine whether a compromise solution is possible**
- C. Meet with Finance and make a case for a larger merit increase budget because the loss of key talent will cost more over the long term than the savings from the smaller merit increases
- D. Recommend a reduction in force to eliminate poor performers, which will increase the merit budget by reducing headcount

**Answer: B**

### NEW QUESTION # 52

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

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

**Answer: D**

### NEW QUESTION # 53

Regarding cost analysis of compensation expense, which job is most likely to incur fixed costs for the company?

- A. Account executive
- B. **HR Director**
- C. IT contractor
- D. Production worker

**Answer: B**

### NEW QUESTION # 54

The concept of bona fide occupational qualifications has most direct relevance to which of the following components of employee compensation programs?

- A. Job descriptions
- B. Performance evaluations
- C. **Job specifications**
- D. Salary surveys

**Answer: C**

### NEW QUESTION # 55

What best describes the most effective tactic for getting stakeholders' attention and buy-in?

- A. Talk to the individuals they report to in advance and gain their support so the stakeholders realize upper management already supports your position
- B. Schedule a meeting of all stakeholders and make a strong case that overcomes all of their objections

- C. Explain in precise terms to each stakeholder how your position is the most realistic approach to the issue or concern
- D. Ask them to review or provide feedback, especially on something you have done for them

**Answer: D**

## NEW QUESTION # 56

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