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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q62-Q67):

NEW QUESTION # 62

Who are you most likely to hear from if there are questions about an employee's compensation?

- A. The employee's manager
- B. The employee
- C. A concerned co-worker
- D. The employee's department head

Answer: A

NEW QUESTION # 63

What is the top line or starting point of an organization's income?

- A. Revenue
- B. Net income
- C. Gross profit
- D. Operating profit

Answer: A

NEW QUESTION # 64

Who enforces Title VII of the Civil Rights Act of 1964?

- A. The Office of Federal Contract Compliance
- B. The Equal Employment Opportunity Commission
- C. The National Civil Rights Commission
- D. The Wage and Hour Division of the Department of Labor

Answer: B

NEW QUESTION # 65

What statement is most accurate regarding communication of compensation information?

- A. Compensation terms are well-known and easily understood by most stakeholders.
- B. Compensation terms and practices are unclear to most individuals who do not work in this area and communication should be tailored to the least informed member of the target audience.
- C. The ready availability of information online has made it unnecessary for compensation professionals to tailor messages since individuals can research terms and concepts after the fact if they don't understand a communication.
- D. Compensation professionals should anticipate the level of the audience and tailor messages to their needs.

Answer: D

NEW QUESTION # 66

The XYZ Company opened a new manufacturing facility with a capital investment of 10,000,000. The cost to obtain the capital was 8%. In its first year of operations, the facility's net operating profit after taxes was 10,500,000. What was the economic value added (EVA) using the EVA formula?

- A. 840,000
- B. 8,000,000
- C. 9,700,000
- D. 500,000

Answer: C

NEW QUESTION # 67

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