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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q30-Q35):

NEW QUESTION # 30

Which of the following acts is focused on employers with construction contracts with the government?

- A. National Labor Relations Act
- B. McNamara-O'Hara Act
- C. Sherman Antitrust Act
- **D. Davis-Bacon Act**

Answer: D

NEW QUESTION # 31

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

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

- D. IT contractor

Answer: B

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 the most likely perspectives of different groups in the organization that compensation professionals must be aware of?

- A. Operating departments view compensation as it applies to them, HR must balance available resources to attract, retain and motivate employees and Finance knows the value of a motivated workforce and will provide the budget necessary to achieve it.
- B. Operating departments and HR understand the company must live within its means and Finance cannot allocate funds to a budget if it is likely that profitability will be adversely affected.
- C. Investors and Finance want to see money spent wisely. Legal must ensure compliance, and HR and operating departments want to see their needs taken into account to attract, retain and motivate a high quality workforce.
- D. Investors want to maximize gains and want to see compensation tightly controlled and Legal needs to ensure that compensation plans do not attract undue scrutiny.

Answer: C

NEW QUESTION # 34

Which of the following might be an example of the influence of the Americans with Disabilities Act on compensation?

- A. Special promotion requirements must be developed for the disabled employee
- B. Companies must conduct pre-employment medical exams on all new employees
- C. Companies should determine pay based on physical skills
- D. Job descriptions must be written to ensure they cover the critical functions of the job

Answer: D

NEW QUESTION # 35

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