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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q86-Q91):

NEW QUESTION # 86

Which of the following are the two primary elements of benefits?

- A. Pay for time not worked and income protection programs
- B. Mental health coverage and health care coverage
- C. Unemployment and disability
- D. Defined contribution and defined benefits plans

Answer: A

NEW QUESTION # 87

What was the Bennett Amendment intended to do?

- A. Prohibit gender-based discrimination
- 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. Eliminate the potential conflict between Title VII and EPA

Answer: D

NEW QUESTION # 88

Which of the following is the best example of a variable cost?

- A. Audit fees
- B. Shipping
- C. Rent
- D. Maintenance

Answer: B

NEW QUESTION # 89

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

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

Answer: A

NEW QUESTION # 90

Which one of the following practices will help to ensure proper documentation for compliance with legislation?

- A. Allow employees easy and unlimited access to documentation
- **B. Be consistent in procedures and completeness**
- C. Use one survey source instead of several

Answer: B

NEW QUESTION # 91

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