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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q90-Q95):

NEW QUESTION # 90

Upon which criterion are step increases typically based?

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

Answer: B

NEW QUESTION # 91

What is a primary objective of profit-sharing and performance-sharing variable pay plans?

- A. To defer compensation expenses to future reporting periods

- B. To increase employee identification with the organization's success
- C. To reward individual employees for some significant contribution
- D. To achieve organizational cost savings through base pay reductions

Answer: B

NEW QUESTION # 92

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

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

Answer: D

NEW QUESTION # 93

What best describes a use of strategic analysis?

- A. Understanding your business and its competitive strengths and weaknesses
- B. Evaluating prior year performance for the narrative portion of annual financial reports
- C. Pricing your products appropriately
- D. Forecasting profit, growth and investment performance to develop realistic budgets

Answer: A

NEW QUESTION # 94

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

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

Answer: A

NEW QUESTION # 95

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