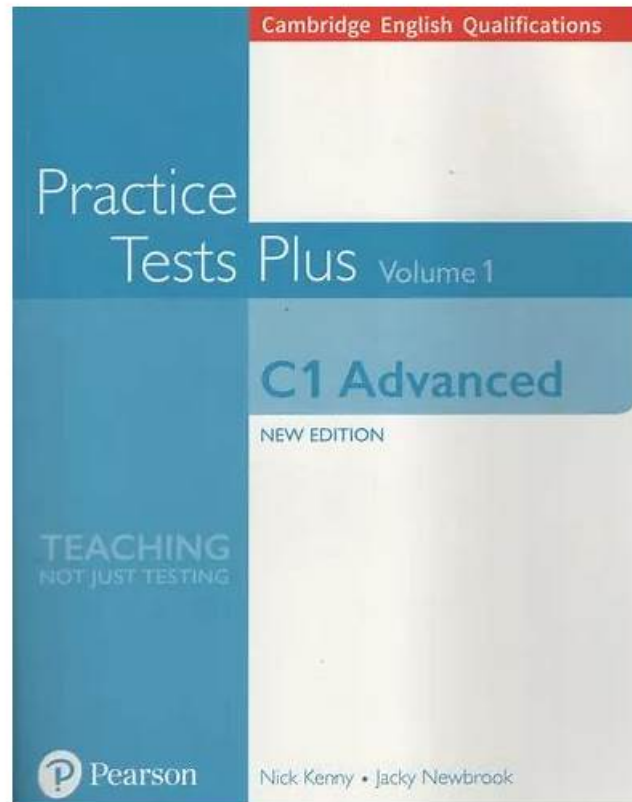# WorldatWork C1 Reliable Exam Simulator | C1 Practice Test

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WorldatWork is a leading professional association for HR professionals focused on compensation, benefits, and total rewards. The organization provides a range of resources and training opportunities for its members, including certification exams like the C1. Regulatory Environments for Compensation Programs certification is recognized by employers and colleagues in the industry as a

mark of excellence and expertise in the field of compensation. If you are a compensation professional looking to demonstrate your knowledge and advance your career, the WorldatWork C1 Certification Exam is an excellent opportunity to do so.

The C1 certification exam includes 80 multiple-choice questions and is four hours long. Candidates must correctly answer at least 70% of the questions to pass the exam. Topics covered in the exam include legal frameworks, compliance issues, government regulations, enforcement agencies, and case studies related to different regulatory environments.

WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q64-Q69):

NEW QUESTION # 64
Which of the following best describes severance allowances?

- A. A practice of paying a lump sum to employees during a company shutdown
- B. A continuation of an employee's salary after termination
- C. A portion of one's salary paid during reserve duty and military leave
- D. A continuation of a portion of an employee's salary to a beneficiary after the death of an employee

Answer: B

NEW QUESTION # 65
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. Salary surveys
- C. Performance evaluations
- D. Job specifications

Answer: D

NEW QUESTION # 66
Regarding presentations to executives, which of the following is most accurate?

- A. Keep them brief
- B. Leave backup data out of the presentation so there is time to develop an effective response to unexpected questions
- C. Use multiple media
- D. Include all details related to the issue

Answer: A

NEW QUESTION # 67
Which of the following would most likely be considered a "repeated" violation of the FLSA?

- A. An employer who should have inquired further into whether its conduct was in compliance with the act and failed to do so.
- B. An employer that had a prior finding by the Labor Department, court or another tribunal with the authority to make such a finding
- C. An employer knowing its conduct was prohibited under the act or showing reckless disregard for the requirements of the act
- D. When the Labor Department has advised an employer that its actions were unlawful

Answer: B

NEW QUESTION # 68
Regarding fixed and variable costs, what are Finance's primary concerns?

- A. Variable costs often have a heavier focus than fixed costs, which applies to all areas, including compensation.
- B. Fixed costs are not a concern because they cannot be changed, so the focus is primarily on variable costs.
- C. Fixed costs must be kept to a minimum, but variable costs can fluctuate since they tend to correlate with revenue.
- D. Fixed costs and variable costs are equally important and both should be kept to a minimum.

Answer: A

NEW QUESTION # 69

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