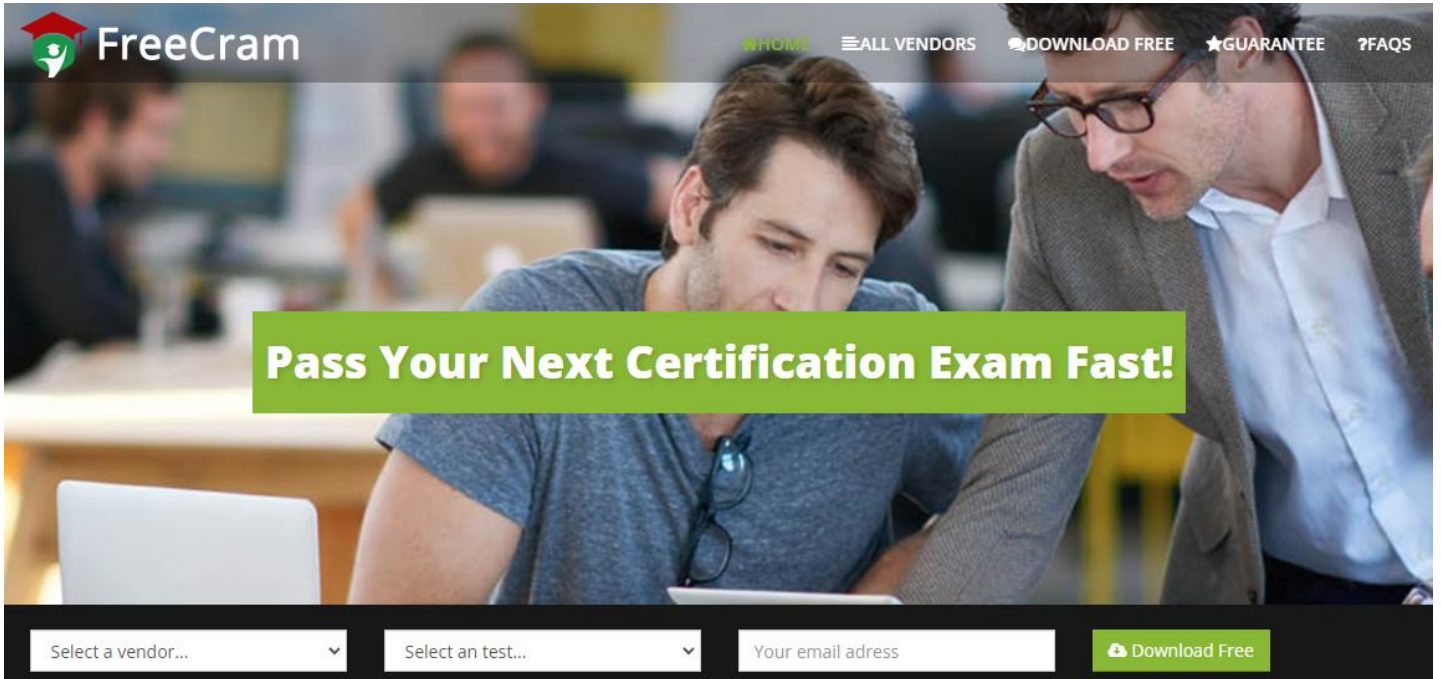


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Exam : **C1**

Title : Regulatory Environments for
Compensation Programs

Vendor : WorldatWork

Version : DEMO

NO.1 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

NO.2 Which of the following agencies enforces the FLSA?

- A.** National Labor Relations Board
- B.** Equal Employment Opportunity Commission
- C.** Office of Federal Contract Compliance Programs
- D.** Department of Labor

Answer: D

NO.3 Which of the following best describes a factor that has influenced the growth and change in benefits?

- A.** There is a decreasing number of females in the workforce.
- B.** Employees are expressing a greater desire for choice in their benefits.
- C.** Employees have longer career expectations.
- D.** Decreasing costs are causing growth in the numbers of benefits employers offer.

Answer: B

NO.4 Internal process metrics are most useful in which of the following situations?

- A.** Assessing how well the business is running
- B.** Determining employee satisfaction levels
- C.** Measuring the financial success of the business
- D.** Evaluating customer perceptions of products or services

Answer: A

NO.5 What type of pay increase is given when an organization finds that its compensation program is behind competitive market rates?

- A.** General
- B.** Cost of living
- C.** Automatic
- D.** Merit

Answer: A

NO.6 Which of the following is a type of variable pay?

- A.** Salary
- B.** Piece rate

- C. Hourly rate
- D. Commissions

Answer: D

NO.7 If a company has a higher percentage of employees with fixed compensation than variable compensation, what happens as revenues increase?

- A. Compensation costs eventually stabilize and become a consistent percent of revenue.
- B. Compensation costs and revenue increase at approximately the same rate.
- C. Compensation costs eventually decrease as a percent of revenue, increasing profit growth.
- D. Compensation costs remain the same as a percent of revenue until variable compensation costs exceed fixed compensation costs.

Answer: C

NO.8 When trying to achieve compromise and collaboration to achieve your goals, on which stakeholder(s) should you focus most of your efforts?

- A. The most senior leader with the highest level of authority
- B. No one person. Identify your stakeholders and work to achieve consensus among the majority.
- C. Influencers and decision-makers who have the respect of employees and are both proponents and opponents of your objectives
- D. Individuals with power in the organization who have the authority to overrule the concerns of opponents

Answer: C

NO.9 The Alpha company ships an order to a customer on March 1st and invoices the customer for the product with the shipment, with payment terms of net 30 days. The customer's payment is received on April 5th. The payment clears the bank and shows on Alpha's account on April 8th. If Alpha is using accrual accounting, when does it record the revenue for this sale?

- A. March 1st
- B. March 31st
- C. April 5th
- D. April 8th

Answer: A