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C1

Regulatory Environments for Compensation Programs

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Question: 1

What best describes what forecasting helps the organization to do?

A. Recognize possible issues and concerns that will drive budget planning
B. Prepare quarterly and annual reports and their associated statements
C. Withhold payroll taxes for all elements of compensation
D. Anticipate future capital needs by determining when the organization will enter the next phase of the business lifecycle

Answer: A

Question: 2

Which one of the following should be included in a compensation guide for managers?

A. Information on common management processes
B. The consequences of various disciplinary measures
C. Individual salary rates of employees in their department

Answer: A

Question: 3

What is the most accurate statement regarding forecasting?

A. It is a precise estimate of what the future holds for the organization.
B. It is done primarily by using historical revenue and expense data.
C. It is done primarily by evaluating market conditions and economic indicators.
D. It uses internal and external factors to help answer questions about business expectations for the future.

Answer: D

Question: 4

Regarding fixed and variable costs, what tends to happen as revenue increases?

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A. Variable costs decrease
B. Fixed costs decrease
C. Variable costs increase and consume a higher percent of revenue
D. Fixed costs remain the same and consume a lower percent of revenue

Answer: D

Question: 5

The “return” represented by the Total Shareholder Return (TSR) metric is the increase in what?

A. Earnings
B. Shares
C. Market capitalization
D. Increased market value and reinvested dividends paid

Answer: D

Question: 6

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

Question: 7

Which of the following statements regarding the Worker Economic Opportunity Act is most accurate?

A. Employers must include stock profits in overtime calculations.
B. Employees must hold options for at least 3 months.
C. Employees are not required to participate
D. Stock options may be granted at a 20% discount

Answer: C

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Question: 8

Which of the following best describes present value?

A. The current value of holdings
B. The current value of holdings and how much it will grow over time at a given rate of return
C. The desired value in the future and what needs to be invested today to realize that amount
D. The difference between the desired value in the future and the current value as a percentage of the desired value

Answer: C

Question: 9

Which of the following best describes severance allowances?

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

Answer: C

Question: 10

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

A. 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.
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 want to maximize gains and want to see compensation tightly controlled and Legal needs to ensure that compensation plans do not attract undue scrutiny.
D. 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.

Answer: A

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