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Exam : C1

Title : Regulatory Environments
for Compensation Programs

Version : DEMO

1.Which of the following combines traditionally segregated time off and leave programs into one policy covering a single block of time?

- A. Personal leave
- B. Sabbatical
- C. Severance allowances
- D. Paid time off (PTO) bank

Answer: D

2.The XYZ Company opened a new manufacturing facility with a capital investment of 10,000,000. The cost to obtain the capital was 8%. In its first year of operations, the facility's net operating profit after taxes was 10,500,000.

What was the economic value added (EVA) using the EVA formula?

- A. 500,000
- B. 840,000
- C. 8,000,000
- D. 9,700,000

Answer: D

3.As a general rule, what are individual contributors most likely to ask about their compensation?

- A. What the take-home pay will be
- B. How their pay compares to co-workers
- C. How the company sets compensation budgets
- D. How the company makes pay decisions that affect them

Answer: D

4.What do working capital metrics evaluate?

- A. The change in working capital over a specific period of time, typically one year
- B. A company's efficiency in converting short-term capital into cash
- C. A company's mean capital expenditure per employee
- D. The amount of cash needed to meet the company's short-term obligations

Answer: B

5.What best describes an effective core technique for communicating with executives?

- A. Focus on negative issues first, such as compensation costs exceeding budget, to get their attention
- B. Provide a wide range of facts and figures. With their high level of responsibility, executives must have all the data before they can make informed decisions.
- C. Assume they have little knowledge of the issue and make a detailed presentation leading up to the purpose of the meeting.
- D. Recommend a solution that will solve the issue and explain why it is the best solution available.

Answer: D