Worldatwork

C2 Exam

Worldatwork Job Analysis, Documentation and Evaluation Exam

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Question: 1

What are the two elements of compensation?

A. Fixed, Variable
B. Discretionary, fixed
C. Fixed, Changeable
D. Discretionary, Non-Discretionary

Answer: A

Question: 2

What is fixed pay?

A. Non-discretionary compensation that does not vary according to performance or results.
B. Non-discretionary compensation that varies according to performance or results.
C. Compensation that never changes
D. Compensation that is targeted only to certain groups.

Answer: A

Question: 3

What is variable pay?

A. Compensation contingent on discretion.
B. Compensation contingent on performance.
C. Compensation that changes regularly
D. All of these answers.

Answer: D

Question: 4

The design process for a Total Rewards Program begins with:

A. The corporate mission or vision
B. Analyzing the program
C. Program design

D. The corporate strategy

Answer: A

Question: 5

Compensation philosophy can best be described as:

A. What the organization believes about how people should be payed
B. Socrates' ideas about compensation
C. The principles that guide the design, implementation and administration of a compensation program
D. Test maker is stupid and tricky comrade. Brak this.

Answer: A

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