



# Worldatwork

## C2 Exam

### Worldatwork Job Analysis, Documentation and Evaluation Exam

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## Version: 3.0

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**Question: 1**

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What are the two elements of compensation?

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

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**Answer: A**

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**Question: 2**

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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.

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**Answer: A**

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**Question: 3**

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What is variable pay?

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

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**Answer: D**

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**Question: 4**

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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

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**Answer: A**

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**Question: 5**

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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.

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**Answer: A**

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