

DUMPS ARENA

Quantitative Principles in Compensation Management

WorldatWork C3E

Version Demo

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QUESTION NO: 1

A survey shows the average pay for senior accounting clerks is 1,570/mth. Your midpoint for senior-accounting clerks is 1,670 and the average actual pay is 1,550. What is your compa-ratio for accounting clerks? What is your market index?

- A. .928 compa, .987 market
- B. .928 compa, 1.064 market
- C. .987 compa, 1.064 market
- D. .987 compa, 1.013 market

ANSWER: A**QUESTION NO: 2**

Makayla's salary has grown at a rate of 7.3% per year for the past six years. If her increases remain the same, how long will her salary take to double?

- A. 9.86 years
- B. 10.42 years
- C. 13.20 years
- D. 27.10 years

ANSWER: A**QUESTION NO: 3**

What are percentile bars?

- A. A tool to help visualize the distribution of data
- B. The value that occurs most often among a data set
- C. Representations of the median salary in an organization's pay grades
- D. The most common method of representing unweighted means

ANSWER: A

QUESTION NO: 4

What type of relationship does this equation model?

$$y = a + bx + cx^2$$

- A. Nonlinear regression
- B. Straight line regression
- C. Bivariate regression
- D. All of the above

ANSWER: A

QUESTION NO: 5

In positively skewed distributions, the mean is usually which of the following?

- A. Larger than the median
- B. Between the median and the mode
- C. Smaller than the median
- D. Equal to the median

ANSWER: A

QUESTION NO: 6

For the same problem set, what does the value 50 represent in the same equation? $y =$

$$15000 + 50x$$

- A. The monetary market-based pay increase associated with every additional point value in the job worth scale
- B. The ratio of the change in y-values relative to the change in x-values on the line of best fit
- C. The slope of the line
- D. All of the above

ANSWER: D

QUESTION NO: 7

Which of the following describes an annuity?

- A. What is given up when an investment decision is made
- B. An investment that pays on a scheduled basis over a fixed amount of time
- C. Interest that is applied at the end of the period and only on the beginning balance or principle.

ANSWER: B

QUESTION NO: 8

You have the following salary grades and midpoints. Your org wants to have a constant midpoint progression. What would be the midpoint percentage?

Grade 10 = Midpoint 2,000

Grade 11 = Midpoint 2,217

Grade 12 = Midpoint 2,456

Grade 13 = Midpoint 2,698

- A. 8%
- B. 9.6%
- C. 10.5%
- D. 11.7%

ANSWER: C

QUESTION NO: 9

If you earn 50,000 per year and your co-worker in the same job earns 60,000, what percent adjustment do you need to equal your co-worker?

- A. 18%
- B. 20%
- C. 10%
- D. 80%

ANSWER: B

QUESTION NO: 10

Twelve percent of your workforce of 9,500 lives in France. How many people in your workforce live in France?

- A. 962
- B. 1,000
- C. 1,140
- D. 1,212

ANSWER: C