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Question 1

Question Type: MultipleChoice

Employers are required to provide a portable retirement plan to employees based on which of the following?

Options:

- A- Employee Retirement Income Security Act.
- B- Retirement benefits are not required by federal law.
- C- Older Worker Benefit Protection Act.
- D- Omnibus Budget Reconciliation Act.

Answer:

B

Explanation:

Answer option B is correct.

No federal law requires employers to provide a retirement plan to employees. If employers do provide retirement benefits, ERISA (A) regulates how the plans are offered and administered. OBRA (D) capped executive pay, required health plans to honor qualified medical child-support orders, and required that group health plans provide coverage for dependent adopted children of employees. The OWBPA (C) amended the ADEA to prohibit discriminating against older workers in benefit plans and defined requirements for employee waivers of their rights under the act.

Chapter: Compensation and Benefits

Objective: Review Questions

Question 2

Question Type: MultipleChoice

Which of the following is the enforcement agency for compensation?

Options:

A- Department of Labor (DOL)

B- Wage and Hour Division

C- Employment Standards Administration

D- Equal Employment Opportunity Commission (EEOC)

Answer:

A

Explanation:

Answer option A is correct.

Chapter: Compensation and Benefits

Objective: Benefits

Question 3

Question Type: MultipleChoice

Which of the following includes payments made to employees that are associated with wages and salaries?

Options:

- A- Non-monetary compensation
- B- Monetary compensation
- C- Direct compensation
- D- Extrinsic reward

Answer:

C

Explanation:

Answer option C is correct.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

Question 4

Question Type: MultipleChoice

Which of the following is an example of an intrinsic reward?

Options:

- A- An exciting assignment
- B- A great supervisor
- C- The satisfaction of a job well done
- D- Recognition of accomplishments

Answer:

C

Explanation:

Answer option C is correct.

Intrinsic rewards are those in which esteem is achieved from within oneself. D, B, and A are examples of extrinsic rewards that come from external sources.

Chapter: Compensation and Benefits

Objective: Review Questions

Question 5

Question Type: MultipleChoice

Which of the following is the enforcement agency for civil rights?

Options:

- A- Equal Employment Opportunity Commission (EEOC)
- B- Department of Labor (DOL)
- C- Wage and Hour Division
- D- Employment Standards Administration

Answer:

A

Explanation:

Answer option A is correct.

Chapter: Compensation and Benefits

Objective: Benefits

Question 6

Question Type: MultipleChoice

What is the maximum working hours per week for nonexempt employees as defined in The Fair Labor Standards Acts?

Options:

A- 48

B- 40

C- 56

D- 60

Answer:

B

Explanation:

Answer option B is correct.

Chapter: Compensation and Benefits

Objective: Compensation

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