

## C8<sup>Q&As</sup>

Business Acumen for Compensation Professional

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**QUESTION 1**

When trying to achieve compromise and collaboration to achieve your goals, on which stakeholder(s) should you focus most of your efforts?

- A. The most senior leader with the highest level of authority
- B. No one person. Identify your stakeholders and work to achieve consensus among the majority.
- C. Influencers and decision-makers who have the respect of employees and are both proponents and opponents of your objectives
- D. Individuals with power in the organization who have the authority to overrule the concerns of opponents

Correct Answer: C

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**QUESTION 2**

Which of the following is the earnings available to equity owners after paying debt and taxes?

- A. EBIT
- B. EPS
- C. Net income
- D. Operating profit

Correct Answer: C

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**QUESTION 3**

Regarding presentations to executives, which of the following is most accurate?

- A. Keep them brief
- B. Use multiple media
- C. Include all details related to the issue
- D. Leave backup data out of the presentation so there is time to develop an effective response to unexpected questions

Correct Answer: A

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**QUESTION 4**

Which of the following best describes the most likely perspectives of different groups in the organization that compensation professionals must be aware of?

- A. Investors and Finance want to see money spent wisely. Legal must ensure compliance, and HR and operating departments want to see their needs taken into account to attract, retain and motivate a high quality workforce.
- B. Operating departments and HR understand the company must live within its means and Finance cannot allocate funds to a budget if it is likely that profitability will be adversely affected.
- C. Investors want to maximize gains and want to see compensation tightly controlled and Legal needs to ensure that compensation plans do not attract undue scrutiny.
- D. Operating departments view compensation as it applies to them, HR must balance available resources to attract, retain and motivate employees and Finance knows the value of a motivated workforce and will provide the budget necessary to achieve it.

Correct Answer: A

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#### QUESTION 5

What question is answered by the organization's mission statement?

- A. What direction will we take?
- B. How do we work?
- C. Why are we in business?
- D. How will we achieve our objectives?

Correct Answer: C

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