

C8^{Q&As}

Business Acumen for Compensation Professional

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QUESTION 1

If a company has a higher percentage of employees with fixed compensation than variable compensation, what happens as revenues increase?

- A. Compensation costs eventually stabilize and become a consistent percent of revenue.
- B. Compensation costs and revenue increase at approximately the same rate.
- C. Compensation costs eventually decrease as a percent of revenue, increasing profit growth.
- D. Compensation costs remain the same as a percent of revenue until variable compensation costs exceed fixed compensation costs.

Correct Answer: C

QUESTION 2

What do profits, equity and debt all have in common?

- A. They are all reported on the balance sheet.
- B. They are all sources of capital.
- C. They all incur the same costs to the business.
- D. Nothing. Each of these is a different financial metric.

Correct Answer: B

QUESTION 3

What is the primary reason why a compensation professional working for a multinational company should understand regulatory requirements and application of rewards globally?

- A. Because legal compliance with compensation-related regulations is the responsibility of the compensation department
- B. Because the compensation professional has a fiduciary responsibility to ensure that the financial resources of their organization are spent in a prudent manner
- C. Because it is possible to pay significantly less for talent in different countries and compensation should advise management on when and where to locate various jobs within the company
- D. They shouldn't. Due to the complexities of global regulations and practices, compensation administration outside of the home country should be outsourced.

Correct Answer: B

QUESTION 4

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

QUESTION 5

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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