



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

Business Acumen for Compensation Professional

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#### QUESTION 1

Which of the following best describes the guiding principles and/or beliefs shared by stakeholders in an organization?

- A. Mission
- B. Vision
- C. Values
- D. Strategy

Correct Answer: C

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#### QUESTION 2

Administering budgets is an example of what key competency for compensation professionals?

- A. Financial Management
- B. HR Management
- C. Resource Management
- D. Policy Management

Correct Answer: A

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#### 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

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#### QUESTION 4



What best describes a benefit of business acumen with regard to career development?

- A. The ability to display confidence and decisiveness that will inspire others and make you a better leader
- B. A greater likelihood of promotion, especially when you are competing with individuals with more experience
- C. Increased marketability, which will lead to qualification for opportunities outside of human resources
- D. It is critical to your career development and a deficiency is very likely to hinder career advancement and success.

Correct Answer: A

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#### QUESTION 5

Quarterly financial reports typically include data for a given quarter compared to what?

- A. The previous quarter
- B. The budget
- C. The same quarter in the previous year, plus the current six-month or nine-month cumulative comparables
- D. The aggregate performance of the same quarter in the previous three years

Correct Answer: C

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