C8 Q&As

Business Acumen for Compensation Professional

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QUESTION 1

What best describes what forecasting helps the organization to do?

A. Recognize possible issues and concerns that will drive budget planning

B. Prepare quarterly and annual reports and their associated statements

C. Withhold payroll taxes for all elements of compensation

D. Anticipate future capital needs by determining when the organization will enter the next phase of the business lifecycle

Correct Answer: A

QUESTION 2

Understanding basic organization design principles is an example of what key competency for compensation professionals?

A. Financial Management

B. HR Management

C. Resource Management

D. Policy Management

Correct Answer: B

QUESTION 3

The "return" represented by the Total Shareholder Return (TSR) metric is the increase in what?

A. Earnings

B. Shares

C. Market capitalization

D. Increased market value and reinvested dividends paid

Correct Answer: D

QUESTION 4

Regarding compensation communications with executives, where do they tend to need the greatest level of understanding?

A. In the methods and processes used to make pay decisions

B. In the details of their individual compensation packages

C. In the overall program objectives

D. In the differences in pay levels for the different levels of the organization

Correct Answer: C

QUESTION 5

What is the top line or starting point of an organization\\'s income?

A. Gross profit

B. Revenue

C. Net income

D. Operating profit

Correct Answer: B

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