



C8^{Q&As}

Business Acumen for Compensation Professional

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QUESTION 1

Assessment of current and future staffing needs should be based primarily on what?

- A. Compensation budgets only because staffing cannot exceed the funds available
- B. A combination of organizational goals and budget realities
- C. The consensus of HR management and line management estimates
- D. The opinions of senior leaders in the organization

Correct Answer: B

QUESTION 2

Which of the following is the best example of a variable cost?

- A. Audit fees
- B. Rent
- C. Maintenance
- D. Shipping

Correct Answer: D

QUESTION 3

Who are you most likely to hear from if there are questions about an employee's compensation?

- A. The employee
- B. A concerned co-worker
- C. The employee's manager
- D. The employee's department head

Correct Answer: C

QUESTION 4

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

QUESTION 5

"Cost-benefit thinking" is most useful in the context of financial management for purposes of what?

A. Procurement

B. Recruiting

C. Setting priorities

D. Plan administration

Correct Answer: C

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