



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

Business Acumen for Compensation Professional

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### QUESTION 1

What best describes the most effective approach for facilitating fact-based decisions?

- A. Ensuring support from all internal and external stakeholders
- B. Estimating results based on historical data
- C. Using statistical methods to predict outcomes
- D. Determining, sourcing and collecting appropriate data

Correct Answer: D

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### QUESTION 2

The Alpha Company was once a strong company that commanded a high percentage of the market it operated in. In recent years, Alpha has been losing market share to competitors in its primary line of business and has been unable to find a competitive strategy to grow and return to profitability. Given its market position, how is Alpha most likely finding the monetary resources to continue operations?

- A. By using cash from other segments of the business
- B. By using its high credit rating from prior years to receive a line of credit until the strategy begins to work
- C. By selling its products and services at a loss until revenue increases and slowly raising prices until it begins to break even
- D. By identifying and duplicating the strategy used by its main competitor.

Correct Answer: A

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### QUESTION 3

You have been asked to develop a short-term incentive plan that motivates employees in business units to increase productivity. Your team has designed a plan that rewards managers and employees quarterly based on achievement against target on measures that should generate productivity increases that will self-fund the plan. When presenting the plan to senior management, what would be the best strategy to receive approval?

- A. Demonstrate how it is aligned to the rewards philosophy, principles and organizational business strategy
- B. Provide details on the plan design and measures and how they will be administered to employees at different levels
- C. Make the case that a self-funded plan poses no risk to the organization while creating the potential for significant gains
- D. Identify in advance the priorities of the various stakeholders and design your presentation to address any objections or perceptions they may have

Correct Answer: A

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#### QUESTION 4

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 5

In what stage of the business lifecycle do companies typically begin standardizing procedures through policy creation?

- A. Start-up
- B. Growth
- C. Mature
- D. Decline

Correct Answer: B

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