



C8^{Q&As}

Business Acumen for Compensation Professional

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QUESTION 1

What metric should compensation professionals pay closest attention to for ensuring alignment between the compensation strategy and the HR and business strategies?

- A. Variable pay costs as a percent of total compensation
- B. Total compensation expense for the business, including base pay and variable pay
- C. Reward costs as a percent of total operating costs
- D. The organization's market compa-ratio

Correct Answer: C

QUESTION 2

Which of the following is the best example of applying business acumen to data analysis?

- A. Compiling data needed to calculate salary budgets and merit increases
- B. Identifying trends and key messages emerging over time
- C. Reviewing historical trends to complete annual budgets
- D. Providing quarterly incentive estimates for accruals

Correct Answer: B

QUESTION 3

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 4

What is a "profit model?"

- A. The intention or purpose of the business



- B. A descriptor for how the company works
- C. The financial objectives of the organization
- D. The plan for how the organization generates revenue and makes money

Correct Answer: D

QUESTION 5

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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