



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

Business Acumen for Compensation Professional

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#### QUESTION 1

Which of the following best describes present value?

- A. The current value of holdings
- B. The current value of holdings and how much it will grow over time at a given rate of return
- C. The desired value in the future and what needs to be invested today to realize that amount
- D. The difference between the desired value in the future and the current value as a percentage of the desired value

Correct Answer: C

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#### QUESTION 2

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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#### QUESTION 3

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 4

What choices are most commonly faced by companies in the decline phase of the business lifecycle?

- A. Whether to improve productivity, obtain new operating capital or generate new sales growth
- B. Whether to reinvest in existing products, create new products or maximize profits with current products as long as



possible

- C. Whether to acquire competitors with greater market share or merge with more successful companies
- D. Whether to increase sales, maximize distribution capacity or increase efficiency to meet growing demand

Correct Answer: B

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#### QUESTION 5

What best describes a key competency of compensation professionals regarding HR management of the organization's employees?

- A. Ensuring they are appropriately selected, developed, appraised and rewarded
- B. Monitoring individual employee career paths and succession planning
- C. Communicating regularly with line management on performance management
- D. Ensuring that all regulatory and voluntary payroll deductions are properly administered

Correct Answer: A

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