



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

Business Acumen for Compensation Professional

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#### QUESTION 1

Regarding presentations to executives, which of the following is most accurate?

- A. Keep them brief
- B. Use multiple media
- C. Include all details related to the issue
- D. Leave backup data out of the presentation so there is time to develop an effective response to unexpected questions

Correct Answer: A

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#### QUESTION 2

As a general rule, what are individual contributors most likely to ask about their compensation?

- A. What the take-home pay will be
- B. How their pay compares to co-workers
- C. How the company sets compensation budgets
- D. How the company makes pay decisions that affect them

Correct Answer: D

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#### QUESTION 3

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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#### QUESTION 4

What is the most likely explanation for why compensation and rewards require a strong grasp of business acumen for compensation professionals?

- A. Because the internal and external environments are constantly changing



- B. Because the best interests of the organization take priority, which can lead to difficult decisions and implementation issues
- C. Because they are emotional issues and stakeholders have many vested interests
- D. Because strong business acumen is required for all compensation decisions

Correct Answer: C

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#### QUESTION 5

How are the compensation communication needs of managers different from those of individual employees?

- A. They aren't. Managers are concerned about their compensation also.
- B. They are also responsible for merit increases, incentives and hiring so they have greater information needs.
- C. They tend to have more influence, so it is important to resolve any concerns they have quickly and efficiently.
- D. They have more duties and responsibilities and are less likely to have the time to discuss compensation issues.

Correct Answer: B

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