



C8^{Q&As}

Business Acumen for Compensation Professional

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QUESTION 1

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

QUESTION 2

How is the purpose of a non-profit organization typically communicated?

- A. Explained throughout the mission, vision, values and strategy
- B. Implied in the mission, vision and strategy and specifically explained on the organization's website
- C. Reflected in the mission, vision, values and strategy although often not stated directly
- D. Documented internally but not released to the public to protect trade secrets and maintain competitive advantage

Correct Answer: C

QUESTION 3

If employees have a significant impact on the bottom line, what type of pay mix is most appropriate?

- A. A varying mix depending on employee influence on goals to provide the necessary incentive to maximize profits
- B. 100% variable pay to motivate all employees to maximize productivity and sales
- C. 90/10 for the majority of employees (base/variable) to share in the company's success with increased variable pay for management/executives to motivate employees to seek higher positions
- D. High base pay and low variable pay to ensure predictability of total compensation expense

Correct Answer: A

QUESTION 4

What best describes a necessary skill and/or behavior in relation to business acumen?



- A. An understanding of the culture and subcultures of your organization
- B. The capacity to manage multiple projects and priorities and meet deadlines
- C. A willingness to take on additional duties and responsibilities when resources are limited
- D. A thorough understanding of the products and/or services your organization provides

Correct Answer: A

QUESTION 5

What challenge is most likely faced by a business with low market share and high growth potential?

- A. Its ability to generate profits is unknown.
- B. It is in the worst market position and has insufficient resources to continue operations.
- C. It is unclear how to best utilize the high cash flow to sustain growth.
- D. Its excess resources are often used to develop other businesses that may not be mission-critical.

Correct Answer: A

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