



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

Business Acumen for Compensation Professional

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### QUESTION 1

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 2

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 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



What is the most common term for the broad framework of principles and approaches that guide day-to-day decisions affecting the business, including how it positions itself in the market?

- A. The business plan
- B. The corporate objective
- C. The mission statement
- D. The competitive strategy

Correct Answer: D

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#### QUESTION 5

If a company has a higher percentage of employees with fixed compensation than variable compensation, what happens as revenues increase?

- A. Compensation costs eventually stabilize and become a consistent percent of revenue.
- B. Compensation costs and revenue increase at approximately the same rate.
- C. Compensation costs eventually decrease as a percent of revenue, increasing profit growth.
- D. Compensation costs remain the same as a percent of revenue until variable compensation costs exceed fixed compensation costs.

Correct Answer: C

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