



Worldatwork c8 Practice Questions

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Question 1

Question Type: MultipleChoice

What information is found on the balance sheet?

Options:

- A- A list of what is owned, what is owed and the equity of an entity
- B- The revenues and expenses incurred by an entity over a period of time
- C- The change during the reporting period in cash and cash equivalents
- D- The profitability of the company as of a specific date

Answer:

A

Question 2

Question Type: MultipleChoice

When trying to achieve compromise and collaboration to achieve your goals, on which stakeholder(s) should you focus most of your efforts?

Options:

- A- The most senior leader with the highest level of authority
- B- No one person. Identify your stakeholders and work to achieve consensus among the majority.
- C- Influencers and decision-makers who have the respect of employees and are both proponents and opponents of your objectives
- D- Individuals with power in the organization who have the authority to overrule the concerns of opponents

Answer:

C

Question 3

Question Type: MultipleChoice

What is the primary reason why a compensation professional working for a multinational company should understand regulatory requirements and application of rewards globally?

Options:

- A- Because legal compliance with compensation-related regulations is the responsibility of the compensation department
- B- Because the compensation professional has a fiduciary responsibility to ensure that the financial resources of their organization are spent in a prudent manner
- C- Because it is possible to pay significantly less for talent in different countries and compensation should advise management on when and where to locate various jobs within the company
- D- They shouldn't. Due to the complexities of global regulations and practices, compensation administration outside of the home country should be outsourced.

Answer:

B

Question 4

Question Type: MultipleChoice

Which of the following best describes the most likely perspectives of different groups in the organization that compensation professionals must be aware of?

Options:

- A- Investors and Finance want to see money spent wisely. Legal must ensure compliance, and HR and operating departments want to see their needs taken into account to attract, retain and motivate a high quality workforce.
- B- Operating departments and HR understand the company must live within its means and Finance cannot allocate funds to a budget if it is likely that profitability will be adversely affected.
- C- Investors want to maximize gains and want to see compensation tightly controlled and Legal needs to ensure that compensation plans do not attract undue scrutiny.
- D- Operating departments view compensation as it applies to them, HR must balance available resources to attract, retain and motivate employees and Finance knows the value of a motivated workforce and will provide the budget necessary to achieve it.

Answer:

A

Question 5

Question Type: MultipleChoice

Regarding compensation communications with executives, where do they tend to need the greatest level of understanding?

Options:

- A- In the methods and processes used to make pay decisions
- B- In the details of their individual compensation packages
- C- In the overall program objectives
- D- In the differences in pay levels for the different levels of the organization

Answer:

C

Question 6

Question Type: MultipleChoice

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

Options:

- 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

Answer:

A

Question 7

Question Type: MultipleChoice

Regarding market position, a business with a high market share but low growth potential is typically referred to as what?

Options:

- A- A Star
- B- A Question Mark
- C- A Market Leader
- D- A Cash Cow

Answer:

D

Question 8

Question Type: MultipleChoice

Which of the following best describes the guiding principles and/or beliefs shared by stakeholders in an organization?

Options:

- A- Mission
- B- Vision
- C- Values
- D- Strategy

Answer:

C

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