C8^{Q&As}

Business Acumen for Compensation Professional

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QUESTION 1

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

QUESTION 2

What best describes an effective approach for balancing multiple priorities and perspectives regarding compensation?

- A. Being firm and uncompromising in your decision-making
- B. Representing your view with data and relating it to business results
- C. Finding a compromise that may not appease all stakeholders but does not give any one group or person everything they are seeking
- D. Giving priority to perspectives based on the job or influence level of the stakeholders

Correct Answer: B

QUESTION 3

The Alpha Company was once a strong company that commanded a high percentage of the market it operated in. In recent years, Alpha has been losing market share to competitors in its primary line of business and has been unable to find a competitive strategy to grow and return to profitability. Given its market position, how is Alpha most likely finding the monetary resources to continue operations?

- A. By using cash from other segments of the business
- B. By using its high credit rating from prior years to receive a line of credit until the strategy begins to work
- C. By selling its products and services at a loss until revenue increases and slowly raising prices until it begins to break even
- D. By identifying and duplicating the strategy used by its main competitor.

Correct Answer: A

QUESTION 4



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What best describes the most effective tactic for getting stakeholders\\' attention and buy-in?

- A. Ask them to review or provide feedback, especially on something you have done for them
- B. Talk to the individuals they report to in advance and gain their support so the stakeholders realize upper management already supports your position
- C. Schedule a meeting of all stakeholders and make a strong case that overcomes all of their objections
- D. Explain in precise terms to each stakeholder how your position is the most realistic approach to the issue or concern

Correct Answer: A

QUESTION 5

The Alpha company ships an order to a customer on March 1st and invoices the customer for the product with the shipment, with payment terms of net 30 days. The customer\\'s payment is received on April 5th. The payment clears the bank and shows on Alpha\\'s account on April 8th. If Alpha is using accrual accounting, when does it record the revenue for this sale?

- A. March 1st
- B. March 31st
- C. April 5th
- D. April 8th

Correct Answer: A

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