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QUESTION 1

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

QUESTION 2

What best describes what forecasting helps the organization to do?

- A. Recognize possible issues and concerns that will drive budget planning
- B. Prepare quarterly and annual reports and their associated statements
- C. Withhold payroll taxes for all elements of compensation
- D. Anticipate future capital needs by determining when the organization will enter the next phase of the business lifecycle

Correct Answer: A

QUESTION 3

What is a "profit model?"

- A. The intention or purpose of the business
- B. A descriptor for how the company works
- C. The financial objectives of the organization
- D. The plan for how the organization generates revenue and makes money

Correct Answer: D

QUESTION 4

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

QUESTION 5

How do quarterly reports most commonly compare to the annual report?

- A. The cumulative information on the four quarterly reports adds up to the information on the annual report.
- B. The quarterly reports are more detailed. The annual report provides similar data in summary form.
- C. The annual report is required and the quarterly reports, while commonly used, are optional.
- D. The quarterly reports are not as detailed as annual reports, and might not match due to changing accounting estimates over the year.

Correct Answer: D

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