

# WorldatWork

## CECP Exam

**Certified Executive Compensation Professional**



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## Version: 4.0

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**Question: 1**

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Administering budgets is an example of what key competency for compensation professionals?

- A. Financial Management
- B. HR Management
- C. Resource Management
- D. Policy Management

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**Answer: A**

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**Question: 2**

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“Cost-benefit thinking” is most useful in the context of financial management for purposes of what?

- A. Procurement
- B. Recruiting
- C. Setting priorities
- D. Plan administration

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**Answer: C**

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**Question: 3**

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To ensure appropriate funding levels, the compensation professional must generally do which of the following?

- A. Possess a high level of education and competency in accounting principles
- B. Determine which programs are crucial to the enterprise and which programs are expendable
- C. Partner with multiple departments and external consultants and vendors
- D. Demonstrate broad understanding of principles of financial management and business expertise

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**Answer: D**

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**Question: 4**

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Understanding basic organization design principles is an example of what key competency for

compensation professionals?

- A. Financial Management
- B. HR Management
- C. Resource Management
- D. Policy Management

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**Answer: B**

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**Question: 5**

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Assessment of current and future staffing needs should be based primarily on what?

- A. Compensation budgets only because staffing cannot exceed the funds available
- B. A combination of organizational goals and budget realities
- C. The consensus of HR management and line management estimates
- D. The opinions of senior leaders in the organization

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**Answer: B**

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