

Certified Compensation Professional Practice Test Questions and Answers

1. What is the primary purpose of job evaluation in compensation management?

- A) To determine individual performance ratings
- B) To establish the relative worth of jobs within an organization
- C) To calculate overtime payments
- D) To design employee benefits

2. Which compensation philosophy emphasizes paying at or above market rates?

- A) Lag strategy
- B) Lead strategy
- C) Match strategy
- D) Hybrid strategy

3. What does the term "compa-ratio" measure?

- A) Company profitability
- B) The relationship between actual pay and midpoint of pay range
- C) Employee satisfaction levels
- D) Market competitiveness

4. Which factor is NOT typically considered in determining base pay?

- A) Job responsibilities
- B) Market rates
- C) Employee's personal financial needs
- D) Skills and qualifications required

Answers: 1-B 2-B 3-B 4-C

For More Certified Compensation Professional Questions and Answers FREE, Certified Compensation Professional Online Prep Training, Certified Compensation Professional Exam, Certified Compensation Professional Study Guide, Certified Compensation Professional Flashcards, Certified Compensation Professional Quizzes visit: