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Quantitative Principles in Compensation Management Exam

QUESTIONS & ANSWERS  
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**Question: 1**

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Why do compensation professionals collect & use data?

- A. To support personal agendas
- B. To respond to stock price volatility
- C. To improve chances of making sound decisions
- D. To replace the need for modeling

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**Answer: C**

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**Question: 2**

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A true, absolute zero exists for which level of measurement?

- A. Nominal
- B. Ordinal
- C. Interval
- D. Ratio

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**Answer: D**

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**Question: 3**

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Salary is an example of which level of measurement?

- A. Nominal
- B. Ordinal
- C. Interval
- D. Ratio

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**Answer: D**

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**Question: 4**

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In order to satisfy ordinal level data requirements, you must be able to do which of the following?

- A. Have a true zero
- B. Have a constant interval from point to point

- C. Be able to meaningfully arrange the data in rank order
- D. Be able to establish ratios

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**Answer: C**

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**Question: 5**

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Rating employee performance on a five-point scale is most likely an example of which level of measurement?

- A. Nominal
- B. Ordinal
- C. Interval
- D. Ratio

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**Answer: B**

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