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WorldatWork C3E

Quantitative Principles in Compensation Management



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Question: 1

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

Answer: C

Question: 2

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

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

Answer: D

Question: 3

Salary is an example of which level of measurement?

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

Answer: D

Question: 4

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

Answer: C

Question: 5

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

Answer: B

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