

# 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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