

CSCP Practice Test Questions and Answers

1. What is a pay band?

- A) A mandatory company uniform.
- B) A set salary with no range.
- C) A range of salaries for similar roles
- D) An expense reimbursement category.

2. What is pay equity?

- A) Pay based on popularity.
- B) Equal pay for similar work without discrimination
- C) Pay based on location only.
- D) Higher pay for management roles only.

3. What is quota attainment?

- A) Amount of work done in training.
- B) Sales target achievement percentage
- C) Number of sick days taken.
- D) Participation in HR activities.

4. Why is plan administration critical?

- A) To track email usage.
- B) To ensure fair execution of pay plans
- C) To reduce IT costs.
- D) To increase marketing.

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

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