



Certified Compensation and  
Benefits Manager  
VS-1004

**Vskills Certifications**

Vskills Brochure



Skills for a secure future

# Certified Compensation and Benefits Manager

## Certification Code VS-1004

Vskills Certification in Compensation and benefits assesses the candidate on the principal need of the organization which is establishing and maintaining a pay system which is fair to all. The certification tests the candidates in various areas which include methods to ensure fair and equitable pay, conducting surveys to compare their compensation systems with other companies and ensuring that the firm's pay scale complies with changing laws and regulations. An important part of the Compensation and benefits manager's role is performance evaluation. This area also forms the part of the assessment.

## Why should one take this certification?

If you are working in the HR area and are looking for a new job or promotion or simply more responsibility, then you can take this certification and prove the employer about your knowledge about the area. It works as an added qualification on your CV and significantly improves your chances of getting the desired role.

## Who will benefit from taking this certification?

Job seekers looking to find employment in the HR departments of various companies, candidates generally wanting to improve their skill set and make their CV stronger and existing employees looking for a better role can prove their employers the value of their skills through this certification

### 1. Test Details:

- **Duration:** 60 minutes
- **No. of questions:** 50
- **Maximum marks:** 50, Passing marks: 25 (50%); There is no negative marking in this module.

### 2. Fee Structure:

Rs. 3,499/- (Excludes taxes)\*

\*Fees may change without prior notice, please refer <http://www.vskills.in> for updated fees

## Certified Compensation and Benefits Manager

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### Companies that hire Vskills Compensation and Benefits Manager

Vskills Certified Compensation and Benefits Manager might find employment in all kind of companies, big or small, since Compensation and benefits is a crucial part of any organization. Many companies contact us on a regular basis, and we forward them a list of our certified candidates, and the candidates are highly in demand.

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## Sample Questions

**1. Which of the following statements is not correct regarding earnings per share (EPS) maximization as the primary goal of the firm?**

- A. EPS maximization ignores the firm's risk level
- B. EPS maximization does not specify the timing or duration of expected EPS
- C. EPS maximization naturally requires all earnings to be retained
- D. EPS maximization is concerned with maximizing net income

**2. In a company, representatives from management and workers come together to decide such matters as improving performance, working conditions, and job security. What are these groups called?**

- A. Democratic determination
- B. Worker determination
- C. Work councils
- D. Democratic representation

**3. Which of the following factors may influence compensation?**

- A. Taxation
- B. Healthcare costs
- C. The cost of living
- D. All of the above

**4. The amount of salary an individual receives in the home-country becomes the \_\_\_\_\_ when calculating compensation.**

- A. base salary
- B. original allowance
- C. non-negotiable salary
- D. None of the above

**5. Employee turnover rate focuses on stability of employee in the organisation.**

- A. True
- B. False

**Answers: 1 (D), 2 (C), 3 (D), 4 (A), 5 (B)**

## Certifications

### ➤ Accounting, Banking and Finance

- Certified AML-KYC Compliance Officer
- Certified Business Accountant
- Certified Commercial Banker
- Certified Foreign Exchange Professional
- Certified GAAP Accounting Standards Professional
- Certified Financial Risk Management Professional
- Certified Merger and Acquisition Analyst
- Certified Tally 9.0 Professional
- Certified Treasury Market Professional
- Certified Wealth Manager

### ➤ Big Data

- Certified Hadoop and Mapreduce Professional

### ➤ Cloud Computing

- Certified Cloud Computing Professional

### ➤ Design

- Certified Interior Designer

### ➤ Digital Media

- Certified Social Media Marketing Professional
- Certified Inbound Marketing Professional
- Certified Digital Marketing Master

### ➤ Foreign Trade

- Certified Export Import (Foreign Trade) Professional

### ➤ Health, Nutrition and Well Being

- Certified Fitness Instructor

### ➤ Hospitality

- Certified Restaurant Team Member (Hospitality)

### ➤ Human Resources

- Certified HR Compensation Manager
- Certified HR Staffing Manager
- Certified Human Resources Manager
- Certified Performance Appraisal Manager

### ➤ Office Skills

- Certified Data Entry Operator
- Certified Office Administrator

### ➤ Project Management

- Certified Project Management Professional

### ➤ Real Estate

- Certified Real Estate Consultant

### ➤ Marketing

- Certified Marketing Manager

### ➤ Quality

- Certified Six Sigma Green Belt Professional
- Certified Six Sigma Black Belt Professional
- Certified TQM Professional

### ➤ Logistics & Supply Chain Management

- Certified International Logistics Professional
- Certified Logistics & SCM Professional
- Certified Purchase Manager
- Certified Supply Chain Management Professional

### ➤ Legal

- Certified IPR & Legal Manager
- Certified Labour Law Analyst
- Certified Business Law Analyst
- Certified Corporate Law Analyst

### ➤ Information Technology

- Certified ASP.NET Programmer
- Certified Basic Network Support Professional
- Certified Business Intelligence Professional
- Certified Core Java Developer
- Certified E-commerce Professional
- Certified IT Support Professional
- Certified PHP Professional
- Certified Selenium Professional
- Certified SEO Professional
- Certified Software Quality Assurance Professional

### ➤ Mobile Application Development

- Certified Android Apps Developer
- Certified iPhone Apps Developer

### ➤ Security

- Certified Ethical Hacking and Security Professional
- Certified Network Security Professional

### ➤ Management

- Certified Corporate Governance Professional
- Certified Corporate Social Responsibility Professional

### ➤ Life Skills

- Certified Business Communication Specialist
- Certified Public Relations Officer

### ➤ Media

- Certified Advertising Manager
- Certified Advertising Sales Professional

### ➤ Sales, BPO

- Certified Sales Manager
- Certified Telesales Executive

**& many more job related certifications**

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