

# 2025 OCEG GRCP: Fantastic GRC Professional Certification Exam Reliable Exam Guide



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## OCEG GRC Professional Certification Exam Sample Questions (Q231-Q236):

### NEW QUESTION # 231

What are some examples of economic incentives that can be used to encourage favorable conduct?

- A. Team-building activities, company retreats, and social events.
- B. Monetary compensation, bonuses, profit-sharing, and gain-sharing
- C. Flexible work hours, remote work options, and casual dress codes.
- D. Employee training, mentorship programs, and skills development.

## Answer: B

Explanation:

Economic incentives include financial rewards designed to motivate employees and promote favorable conduct.

Examples of Economic Incentives:

Monetary Compensation: Pay increases tied to performance or achievements.

Bonuses: Reward for meeting or exceeding specific goals.

Profit-Sharing: Employees receive a share of the company's profits.

Gain-Sharing: Rewards based on improved performance or productivity.

Why Other Options Are Incorrect:

B: These are examples of professional development, not economic incentives.

C: These are examples of workplace flexibility, not direct financial incentives.

D: These activities support team-building, not economic rewards.

Reference:

Employee Motivation Models: Highlight financial incentives as a key motivator.

OCEG GRC Capability Model: Recommends economic incentives to promote desired behaviors.

## NEW QUESTION # 232

Culture is difficult or even impossible to "design" because:

- A. It is an emergent property.
- B. People are not motivated to change.
- C. There are too many subcultures.
- D. It takes too long.

## Answer: A

Explanation:

Culture is considered an emergent property, meaning it arises naturally from the shared values, beliefs, behaviors, and interactions within an organization.

Why Culture is Hard to Design:

It is not something that can be imposed or dictated; instead, it develops organically over time.

Attempts to "design" culture must focus on influencing core elements (e.g., leadership behavior, shared values) rather than directly creating it.

Emergent Nature:

Culture evolves from complex interactions among people and systems, making it difficult to control or predetermine.

Why Other Options Are Incorrect:

A: Motivation can drive change, but culture's complexity is a deeper challenge.

C: While culture-building may take time, this is not the primary reason for its design challenges.

D: Subcultures exist but are part of the emergent nature of overall culture.

Reference:

COSO ERM Framework: Explains culture as a dynamic, evolving component of organizational behavior.

Organizational Culture Models: Highlight emergent properties of shared values and beliefs.

## NEW QUESTION # 233

What are norms?

- A. Norms are the regular employees of an organization as opposed to contractors brought in for unusual (not normal) projects.
- B. Norms are the typical ways that the business operates.
- C. Norms are customs, rules, or expectations that a group socially reinforces.
- D. Norms are the normal or typical financial targets set by the organization.

## Answer: C

Explanation:

Norms are socially reinforced expectations, customs, or unwritten rules that influence behavior within a group or organization.

\* Definition:

\* Norms dictate acceptable behavior and interactions within a group.

- \* Importance in Organizations:
- \* Norms shape the organizational culture and influence decision-making, collaboration, and communication.
- \* Examples of Norms:
  - \* Greeting colleagues in the morning
  - \* Responding promptly to emails within a set timeframe.
- References:
  - \* Corporate Culture Studies: Discuss how norms develop and their impact on group behavior.
  - \* COSO Framework: Links norms to cultural elements in governance and risk.

#### NEW QUESTION # 234

What is the design option that involves ceasing all activity or terminating sources that give rise to the opportunity, obstacle, or obligation?

- A. Avoid
- B. Control
- C. Share
- D. Accept

**Answer: A**

#### NEW QUESTION # 235

How do GRC Professionals apply the concept of 'maturity' in the GRC Capability Model?

- A. GRC Professionals apply maturity at all levels of the GRC Capability Model to assess preparedness to perform practices and support continuous improvement.
- B. GRC Professionals apply maturity only to the highest level of the GRC Capability Model.
- C. GRC Professionals use maturity to evaluate the performance of individual employees.
- D. GRC Professionals use maturity to determine the budget allocation for GRC programs.

**Answer: A**

Explanation:

The concept of maturity in the GRC Capability Model is applied across all levels to:

- \* Assess Preparedness:
    - \* Maturity levels indicate the organization's capability to effectively manage GRC processes.
    - \* Lower levels indicate ad hoc or chaotic processes, while higher levels reflect integration and optimization.
  - \* Support Continuous Improvement:
    - \* Organizations use maturity models to identify gaps and develop plans for improvement.
    - \* Continuous monitoring and progression through maturity levels ensure sustained growth and efficiency.
  - \* Broad Application:
    - \* Maturity is applied across the entire organization and its processes rather than focusing solely on specific individuals or programs.
- Why Other Options are Incorrect:
- \* A: Maturity applies to all levels, not just the highest.
  - \* C: Maturity is not used to evaluate individual performance; it is applied to processes and systems.
  - \* D: Budget allocation is not directly tied to maturity evaluation but may be influenced by its findings.
- References:
- \* CMMI and OCEG GRC Capability Model: Both outline maturity as a mechanism for evaluating and improving organizational processes.
  - \* ISO 9001: Reinforces the use of maturity levels to drive quality and continuous improvement.

#### NEW QUESTION # 236

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