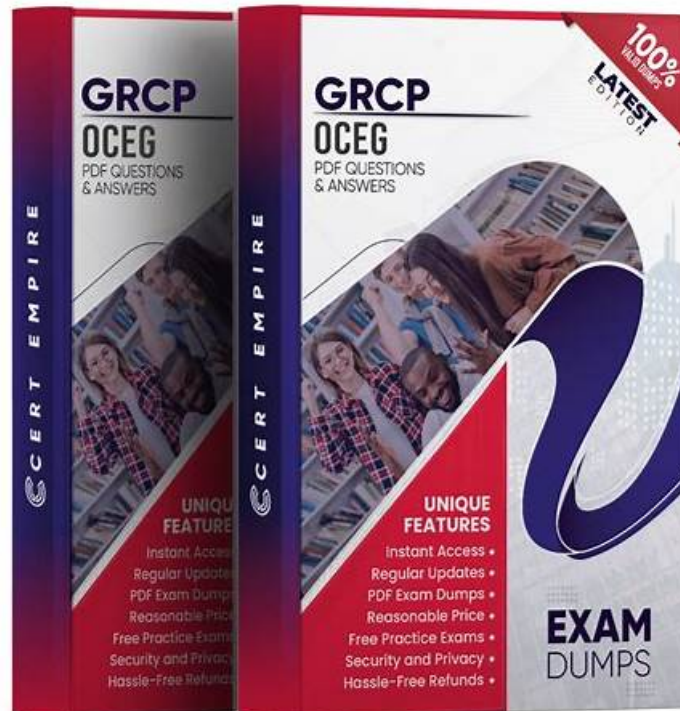


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OCEG GRC Professional Certification Exam Sample Questions (Q71-Q76):

NEW QUESTION # 71

Which category of actions & controls in the IACM includes formal statements and rules about organizational intentions and expectations?

- A. Information
- B. Policy

- C. People
- D. Technology

Answer: B

Explanation:

The Policy category in the IACM encompasses formal statements, rules, and guidelines that articulate the organization's intentions and expectations.

Role of Policies:

Set boundaries and guidelines for behavior and decision-making.

Ensure consistency in actions and alignment with organizational goals.

Examples:

Code of conduct.

Data privacy and security policies.

Why Other Options Are Incorrect:

A: Information deals with data and communication, not formal statements.

B: People refer to human elements like roles and responsibilities.

C: Technology focuses on tools and systems.

References:

OCEG IACM Framework: Highlights the role of policies in formalizing organizational expectations.

NEW QUESTION # 72

What is the difference between prescriptive norms and proscriptive norms?

- A. Prescriptive norms are optional guidelines, while proscriptive norms are mandatory rules.
- **B. Prescriptive norms encourage behavior the group deems positive, while proscriptive norms discourage behavior the group deems negative.**
- C. Prescriptive norms are established by government regulations, while proscriptive norms are established by industry standards.
- D. Prescriptive norms are related to financial performance, while proscriptive norms are related to ethical behavior.

Answer: B

Explanation:

The distinction between prescriptive norms and proscriptive norms lies in the types of behaviors they influence:

Prescriptive Norms:

Encourage behaviors considered positive or desirable by the group.

Example: Encouraging collaboration and teamwork.

Proscriptive Norms:

Discourage behaviors considered negative or undesirable by the group.

Example: Prohibiting dishonesty or discrimination.

Why Other Options Are Incorrect:

A: Both types of norms can be mandatory depending on the context.

B: Norms are not specifically tied to financial or ethical behavior alone.

C: Norms arise from social or organizational expectations, not exclusively regulations or standards.

Reference:

OCEG GRC Capability Model: Explains norms in the context of organizational culture.

Behavioral Science Frameworks: Discuss the role of prescriptive and proscriptive norms in shaping behavior.

NEW QUESTION # 73

What is the term used to describe the measure of the negative effect of uncertainty on objectives?

- A. Threat
- B. Obstacle
- **C. Risk**
- D. Harm

Answer: C

NEW QUESTION # 74

What is the role of key performance indicators (KPIs)?

- A. KPIs are used to determine employee compensation and bonuses
- B. KPIs are only relevant for external reporting and have no impact on internal decision-making
- C. KPIs are subjective measures that are not based on any specific metrics or data
- **D. KPIs are indicators that help govern, manage, and provide assurance about performance related to an objective**

Answer: D

Explanation:

Key Performance Indicators (KPIs) are measurable values that track and assess the performance of an organization, a team, or an individual in achieving specific objectives.

Role of KPIs in GRC:

Governance: KPIs provide decision-makers with insights into how effectively the organization is achieving its strategic goals.

Risk Management: KPIs help identify deviations or risks that may affect the achievement of objectives.

Compliance: KPIs monitor adherence to regulatory requirements, policies, and standards.

Why Option B is Correct:

KPIs are used to govern, manage, and provide assurance about performance against established objectives.

They are not subjective (Option A) but are based on quantifiable metrics.

KPIs are relevant for both internal decision-making and external reporting (Option C).

While KPIs may influence compensation and bonuses (Option D), their primary role extends far beyond this narrow scope.

Relevant Frameworks and Guidelines:

ISO 30414 (Human Capital Reporting): Defines metrics for evaluating workforce-related KPIs.

COSO ERM Framework: Highlights the use of KPIs in monitoring risks and achieving objectives.

In summary, KPIs are essential tools in GRC for tracking performance, managing risks, and ensuring alignment with organizational goals.

NEW QUESTION # 75

Which aspect of culture includes workforce satisfaction, loyalty, turnover rates, skill development, and engagement?

- A. Compliance and ethics culture
- B. Governance culture
- C. Performance culture
- **D. Workforce culture**

Answer: D

Explanation:

Workforce culture focuses on the attitudes, satisfaction levels, and overall engagement of employees, which directly impact turnover, loyalty, and skill development.

Key Elements of Workforce Culture:

Satisfaction and Loyalty: High levels of satisfaction lead to better retention and loyalty.

Turnover Rates: An engaged workforce typically exhibits lower turnover.

Skill Development: A strong workforce culture fosters continuous learning and growth.

Engagement: A critical driver of productivity and organizational success.

Why Other Options Are Incorrect:

A: Compliance and ethics culture focuses on adherence to legal, regulatory, and ethical standards.

B: Performance culture is centered on achieving organizational objectives and goals.

D: Governance culture pertains to oversight and decision-making structures.

Reference:

Employee Engagement Studies: Discuss workforce culture's impact on satisfaction and retention.

OCEG GRC Capability Model: Highlights the importance of workforce culture in achieving objectives.

NEW QUESTION # 76

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