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## OCEG GRC Professional Certification Exam Sample Questions (Q185-Q190):

### NEW QUESTION # 185

What is the objective of improving actions and controls to address root causes and weaknesses associated with unfavorable events?

- A. To provide incentives to employees for favorable conduct.
- B. To ensure that future events of similar nature are less likely to occur and are less harmful.
- C. To escalate incidents for investigation and identify them as in-house or external.
- D. To determine if, when, how, and what to disclose regarding unfavorable events.

### Answer: B

Explanation:

The primary objective of improving actions and controls is to address root causes and weaknesses to prevent the recurrence of unfavorable events and mitigate their impact.

Key Objectives:

Reduce the likelihood of similar unfavorable events occurring in the future.

Minimize the harm caused by such events if they do occur.

Steps to Address Root Causes:

Conduct thorough investigations to identify the underlying issues.

Enhance or implement new controls to address identified gaps.

Why Other Options Are Incorrect:

A: Escalating incidents is part of incident management, not the improvement of controls.

B: Incentives promote favorable conduct but do not address root causes.

C: Disclosure decisions are a separate consideration from improving controls.

Reference:

COSO ERM Framework: Highlights addressing root causes to strengthen controls.

OCEG GRC Capability Model: Recommends continuous improvement of actions and controls.

### NEW QUESTION # 186

What is the purpose of implementing incentives in an organization?

- A. To discourage employees from seeking employment opportunities elsewhere.
- B. To encourage the right proactive, detective, and responsive conduct in the workforce and extended enterprise.
- C. To reduce the need for performance reviews and evaluations.
- D. To reduce the overall cost of employee compensation and benefits.

**Answer: B**

Explanation:

The purpose of implementing incentives is to promote desired behaviors and actions within the organization by aligning employee conduct with organizational goals.

Key Purpose:

Encourage proactive behaviors that prevent issues.

Promote detective behaviors that identify risks and opportunities.

Foster responsive behaviors to correct and mitigate negative events.

Why Other Options Are Incorrect:

A: Incentives often add to costs but are justified by their positive impact.

B: Incentives complement performance reviews, not replace them.

C: While they may improve retention, this is a secondary benefit, not the primary purpose.

Reference:

OCEG GRC Capability Model: Discusses incentives for fostering desired conduct.

Behavioral Economics Studies: Highlight how incentives influence organizational behavior.

### NEW QUESTION # 187

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

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

**Answer: A**

### NEW QUESTION # 188

What are leading indicators and lagging indicators?

- A. Leading indicators provide information about future events or conditions, while lagging indicators provide information about past events or conditions.
- B. Leading indicators are qualitative measures, while lagging indicators are quantitative measures.
- C. Leading indicators are financial metrics, while lagging indicators are non-financial metrics.
- D. Leading indicators are types of input from leaders in each unit of the organization, while lagging indicators are views provided by departing employees during exit interviews.

## Answer: A

Explanation:

Leading indicators and lagging indicators are performance measurement tools used to assess organizational progress and outcomes.

\* Leading Indicators:

\* Provide information about future events or conditions.

\* Help predict trends and allow proactive adjustments.

\* Example: Employee training completion rates predicting future performance improvements.

\* Lagging Indicators:

\* Reflect past events or conditions.

\* Measure results and outcomes after processes are completed.

\* Example: Customer satisfaction scores based on previous interactions.

\* Why Other Options Are Incorrect:

\* A: Not related to leadership input or exit interviews.

\* B: Leading and lagging indicators can encompass both financial and non-financial metrics.

\* C: Both types of indicators may include quantitative and qualitative measures.

References:

\* Balanced Scorecard Framework: Highlights the use of leading and lagging indicators in performance measurement.

\* OCEG GRC Capability Model: Discusses indicators for tracking progress.

## NEW QUESTION # 189

What are beliefs, and how do they influence behavior within an organization?

- A. Beliefs are the organization's perceptions of risk and uncertainty, and they influence behavior by guiding actions and controls to address compliance-related risks.
- B. Beliefs are ideas and assumptions held by individuals or groups, often shaped by experiences and perceptions, that influence behavior by informing the values and principles that guide actions and decisions.
- C. Beliefs are the organization's understanding of its mission, vision, and values, and they influence behavior by aligning actions with the organization's higher purpose and long-term goals.
- D. Beliefs are the organization's commitments to mandatory and voluntary obligations, and they influence behavior by determining the extent to which individuals fulfill obligations and honor promises.

## Answer: B

## NEW QUESTION # 190

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