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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q114-Q119):

NEW QUESTION # 114

In a global total rewards framework, why is the consideration of "work-life balance" important for multinational companies?

- A. Work-life balance programs are only valued in developed markets
- B. Work-life balance expectations vary significantly across cultures and can influence job satisfaction and productivity
- C. Work-life balance has no impact on employee retention
- D. Work-life programs are primarily for senior-level employees

Answer: B

NEW QUESTION # 115

In a global retirement benefits strategy, which of the following would likely present the biggest challenge for a multinational company?

- A. Standardizing retirement contributions globally
- B. Ensuring retirement benefits comply with home-country standards
- C. Offering retirement plans only in high-income countries
- **D. Balancing retirement plan funding across diverse legal environments**

Answer: D

NEW QUESTION # 116

Which of the following is a major consideration when implementing an equity-based compensation program in multiple countries?

- A. The valuation of the company's stock in international markets
- **B. Local legal requirements and tax implications for stock options**
- C. Excluding employees from low-cost countries from participating
- D. Setting uniform vesting periods across all regions

Answer: B

NEW QUESTION # 117

In a "global recognition program," which of the following should be a key consideration?

- A. Standardizing all recognition awards regardless of region
- **B. Aligning recognition practices with both local cultural norms and global organizational objectives to maximize effectiveness**
- C. Focusing only on monetary rewards to simplify the program
- D. Limiting recognition programs to headquarters only

Answer: B

NEW QUESTION # 118

In a "cross-border merger," why is understanding cultural differences essential for HR?

- **A. Cultural understanding is critical to fostering a cohesive post-merger environment and improving employee retention**
- B. Cultural differences help in standardizing compensation packages globally
- C. Cultural alignment only matters in the financial aspects of mergers
- D. Cultural differences are irrelevant in a merger context

Answer: A

NEW QUESTION # 119

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