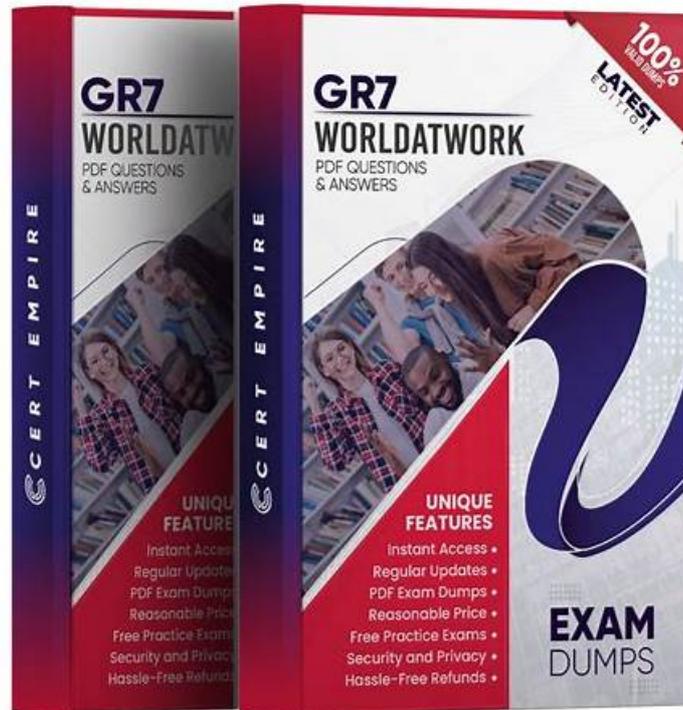# WorldatWork GR7 VCE & GR7 exam simulator



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

NEW QUESTION # 114
In a global benefits strategy, which of the following accurately describes statutory and nonstatutory benefits?

- A. Both statutory and nonstatutory benefits are universally standardized across countries
- B. Statutory benefits are required by local laws, while nonstatutory benefits are provided at the company's discretion

- C. Statutory benefits are optional and based on employee choice, while nonstatutory benefits are mandatory by law
- D. Nonstatutory benefits are mandated by host-country governments

**Answer: B**

## NEW QUESTION # 115
Which of the following factors is NOT typically considered in the creation of an international benefits package?

- A. Employee marital status
- B. Exchange rates
- C. Local employment laws
- D. Healthcare requirements

**Answer: B**

## NEW QUESTION # 116
In the context of the global business environment, which of the following is a primary challenge for developing effective total rewards strategies?

- A. Ensuring compliance with only home-country employment laws
- B. Maintaining identical compensation levels across regions
- C. Focusing rewards solely on high-performing regions
- D. Balancing consistency in global standards with local adaptability

**Answer: D**

## NEW QUESTION # 117
In a "global benefits" strategy, what is a primary challenge in selecting benefits providers across different regions?

- A. Ensuring a single provider can meet all regional requirements
- B. Only selecting providers based on cost considerations
- C. Partnering with providers who have local expertise to ensure compliance and cost management
- D. Reducing the number of benefits options for simplicity

**Answer: C**

## NEW QUESTION # 118
Which of the following best describes the "global business environment" in the context of total rewards?

- A. It focuses on expatriates exclusively
- B. It requires consideration of economic, legal, and cultural differences across regions
- C. It allows companies to implement a one-size-fits-all rewards system
- D. It is primarily influenced by regional compensation laws

**Answer: B**

## NEW QUESTION # 119
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