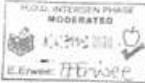


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	<b>Life Orientation</b> Year end exam paper : Term 4 Grade 7 Laerskool Van Dyk Primary District : ES EMIS :700 160994	
	Date: November 2020 Time: 2 hours Educators: Mrs S. Chetty Topic: Everything done in Term 1 to Term 4	

Name: \_\_\_\_\_ Gr 7. \_\_\_\_\_

70	%	Code	Competence	Percentage
		7	Outstanding Achievement	80 - 100
		6	Meritorious Achievement	70 - 79
		5	Substantial Achievement	60 - 69
		4	Adequate Achievement	50 - 59
		3	Moderate Achievement	40 - 49
		2	Elementary Achievement	30 - 39
1	Not Achieved	0 - 29		

Teacher's Signature & comment: \_\_\_\_\_

<b>NUMBER OF PAGES: 16</b>  <b>INSTRUCTIONS</b> 1. Use this question paper as your answer sheet. 2. Write neatly and legibly. 3. There are three sections in this exam paper, all are compulsory. 4. Choose and answer only two out of three questions in Section C. 5. Good luck!
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Section A	Section B	Section C	Total
/28	/28	/14	/70

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## WorldatWork International Remuneration - An Overview of Global Rewards

## Sample Questions (Q132-Q137):

### NEW QUESTION # 132

When developing a "global executive compensation" plan, which of the following is a primary factor in ensuring competitiveness?

- A. Limiting benefits for executive roles
- B. Offering identical pay structures globally
- C. Reducing compensation in high-cost regions to maintain global equity
- D. Balancing competitive pay with local regulatory requirements, tax implications, and cultural expectations

**Answer: D**

### NEW QUESTION # 133

In a "cross-border merger," why might "cultural compatibility" be a critical focus for HR?

- A. Cultural integration is irrelevant in a merger context
- B. Differences in culture can influence employee engagement, productivity, and retention post-merger
- C. Cultural alignment simplifies payroll integration
- D. Cultural differences only impact expatriates

**Answer: B**

### NEW QUESTION # 134

What is a primary challenge when using a "home-based" approach for expatriate compensation?

- A. It may result in inequality among expatriates from different countries
- B. The approach often overlooks local laws
- C. Compliance with international tax standards becomes difficult
- D. It requires frequent currency conversions for payroll adjustments

**Answer: A**

### NEW QUESTION # 135

A global organization uses a "balanced scorecard" approach for global performance management. What is one potential advantage of this approach in a multinational context?

- A. Enabling alignment of regional and individual goals with overall organizational objectives while accommodating cultural differences
- B. Implementing uniform metrics that ignore regional variations
- C. Standardizing goals across all regions without variation
- D. Limiting performance evaluations to financial metrics

**Answer: A**

### NEW QUESTION # 136

An organization that operates in multiple countries is planning to offer a "variable pay" program as part of its total rewards strategy. What is a significant challenge when designing such a program?

- A. Adapting variable pay incentives to meet diverse cultural preferences and regulatory requirements
- B. Limiting the program to non-monetary incentives
- C. Ensuring variable pay only benefits top performers globally
- D. Ensuring consistency in payout amounts across countries

**Answer: A**

