

# Exam GR7 Simulations | GR7 Exam Question



## TECHNOLOGY

GRADE 7

### MID-YEAR EXAMINATION 2024 QUESTION AND ANSWER SHEET

MARKS: 60

DURATION: 2HRS

NAME: \_\_\_\_\_  
NAME OF SCHOOL: \_\_\_\_\_  
NAME OF A TEACHER: \_\_\_\_\_  
DATE: \_\_\_\_/\_\_\_\_/202\_\_\_\_

#### INSTRUCTIONS:

1. Write your name, class and initial of your teacher on the top part of page 1.
2. This paper has 3 SECTIONS consisting of 1 question each.
3. This paper consists of 5 pages excluding cover page.
4. DO NOT start writing until you are told to do so.
5. Only use blue/black ink when answering the questions.
6. All sketches or drawing must be done in pencil.
7. Be sure you have all the technical equipment (pencil, eraser, ruler etc.) before writing.
8. DO NOT talk during the this exam.
9. Write neatly and legibly.
10. Read the instructions for EACH question carefully.
11. Consult the rubrics and marks allocated to guide you when answering the questions.

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WorldatWork GR7: International Remuneration - An Overview of Global Rewards exam is designed to equip HR professionals with the knowledge and skills essential to manage the intricacies of global compensation programs. GR7 course examines various strategies that can be used to create an effective compensation plan for international workers. It also provides an overview of the regulatory requirements for compensation and benefits program implementation in different countries.

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### WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q12-Q17):

#### NEW QUESTION # 12

When adopting a "host-country approach" to expatriate compensation, what is one primary drawback of this method?

- A. It simplifies payroll processing across international locations
- B. It often fails to account for exchange rate fluctuations
- C. It may result in lower-than-expected income for expatriates from high-income countries
- D. It is less expensive than the home-country approach

**Answer: C**

#### NEW QUESTION # 13

A multinational corporation is managing a merger with a company based in a different country. Which of the following would likely pose a significant cultural challenge during the integration process?

- A. Variations in performance expectations and feedback mechanisms
- B. Disparities in corporate branding and marketing
- C. Differences in employee leave policies
- D. Currency exchange fluctuations

**Answer: A**

#### NEW QUESTION # 14

During a cross-border merger, what role does "cultural compatibility" play in successful integration?

- A. It simplifies financial transactions across borders
- B. It helps in smoothing the integration process by aligning values, norms, and practices
- C. It is unrelated to global mergers and acquisitions
- D. It is only relevant in regions with similar languages

**Answer: B**

#### NEW QUESTION # 15

In a "cross-border acquisition," which of the following is essential for human resources to address in the integration plan?

- A. Limiting integration efforts to senior leadership
- B. Aligning and harmonizing reward structures while respecting local practices and cultural differences
- C. Focusing solely on home-country HR policies
- D. Standardizing all benefits packages across regions

**Answer: B**

#### NEW QUESTION # 16

In developing a global "retirement benefits" plan, which of the following is a critical consideration for multinational companies?

- A. Providing retirement plans only in home-country locations
- B. **Balancing competitive contributions with local tax and regulatory requirements**
- C. Ignoring host-country tax requirements to reduce costs
- D. Standardizing retirement benefits for simplicity

**Answer: B**

## NEW QUESTION # 17

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