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 Life Orientation Year end exam paper : Term 4 Grade 7 Laerskool Van Dyk Primary District : ES EMIS :700 160994	
Date: November 2020	Grade 7
Time: 2 hours	Total: 70 Marks
Educators: Mrs S. Chetty	Moderator: Mrs E. Erwee
Topic: Everything done in Term 1 to Term 4	

Name: _____ Gr 7. _____

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: _____

NUMBER OF PAGES: 16	
INSTRUCTIONS	
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!	

Section A	Section B	Section C	Total
/28	/28	/14	/70

1

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WorldatWork GR7 certification exam is an essential credential for professionals who work in the field of international remuneration. It covers a broad range of topics related to global rewards and demonstrates that the holder has the knowledge and skills necessary to succeed in this field. It is a valuable tool for both professionals and employers who are looking to advance their careers or hire qualified candidates.

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WorldatWork GR7 Exam is an internationally recognized certification that focuses on the overview of global rewards. International Remuneration - An Overview of Global Rewards certification program is designed to help human resources professionals gain a

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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q47-Q52):

NEW QUESTION # 47

In a global rewards strategy, what is a potential drawback of a "headquarters-based" approach to compensation?

- A. It is easily adapted to meet local cultural expectations
- B. It offers flexibility for regional differences
- C. It simplifies payroll administration across regions
- D. **It may not align with local market standards, reducing talent attraction and retention**

Answer: D

NEW QUESTION # 48

A multinational corporation wants to establish a "global mobility policy" that supports long-term talent deployment. Which of the following elements should be prioritized to improve employee retention?

- A. Focusing solely on base salary adjustments for cost-of-living differences
- B. Reducing assignment lengths to minimize relocation stress
- C. **Providing career development opportunities and support for family relocation**
- D. Offering high salary packages without benefits

Answer: C

NEW QUESTION # 49

A multinational company is revising its "recognition program" for its global workforce. Which of the following best describes an effective approach?

- A. Standardizing recognition awards without considering cultural differences
- B. Focusing recognition on high-level achievements in the home country only
- C. **Aligning recognition programs with both global objectives and local cultural norms to enhance employee engagement**
- D. Limiting recognition to monetary rewards to simplify administration

Answer: C

NEW QUESTION # 50

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

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

Answer: B

NEW QUESTION # 51

What is one of the most significant challenges in implementing a global "healthcare benefits" plan?

- A. Ignoring local regulatory requirements to simplify the plan
- B. Managing diverse healthcare systems, regulatory requirements, and employee expectations in different countries
- C. Ensuring all employees have access to identical healthcare services
- D. Providing healthcare benefits only in high-income regions

Answer: B

NEW QUESTION # 52

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