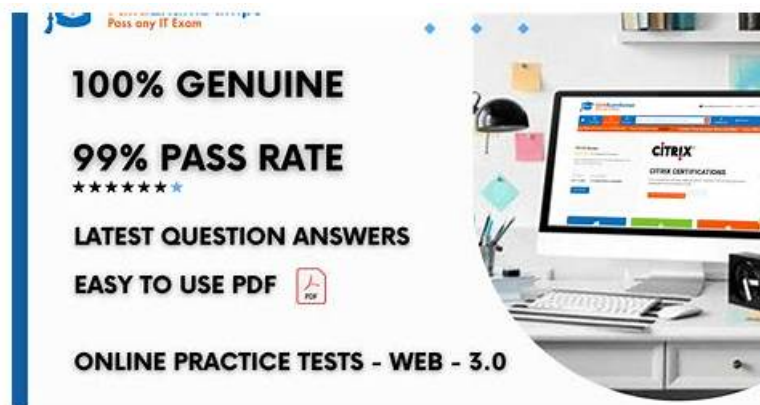


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## GR7 Exam Questions & Answers: International Remuneration - An Overview of Global Rewards & GR7 Exam Brindumps

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WorldatWork GR7 certification exam is a rigorous exam that requires significant preparation and study. GR7 exam consists of 90 multiple-choice questions that test the candidate's knowledge and understanding of global compensation and benefits. GR7 Exam is administered online and is available in multiple languages. The passing score for the exam is 70%.

## WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q116-Q121):

### NEW QUESTION # 116

In designing an international remuneration policy, a company wants to balance consistency and flexibility across regions. Which of the following would best support this goal?

- A. Using global guidelines with regional variations as needed
- B. Providing only local market-based pay adjustments
- C. Standardizing benefits without room for regional customization
- D. Implementing a completely centralized pay structure

Answer: A

#### NEW QUESTION # 117

An organization looking to enhance its global recognition program should consider which of the following strategies to ensure effectiveness?

- A. Aligning recognition programs with both local cultural values and global organizational objectives
- B. Standardizing all recognition criteria and rewards globally
- C. Only implementing recognition programs in regions with high performance
- D. Restricting recognition awards to monetary incentives only

**Answer: A**

#### NEW QUESTION # 118

In the global business environment, which of the following is a primary influence on developing effective total rewards systems?

- A. Balancing the consistency of organizational objectives with regional regulatory, cultural, and market differences
- B. A singular focus on monetary rewards
- C. Implementing standardized practices that ignore regional needs
- D. Offering only non-monetary rewards to simplify administration

**Answer: A**

#### NEW QUESTION # 119

A company with a strong presence in both developed and developing countries is considering its global pay strategy. Which approach would likely be most effective in attracting top talent globally while balancing pay discrepancies between high-cost and low-cost regions?

- A. Implementing region-specific salary bands based on local market data
- B. Basing pay entirely on home country economic conditions
- C. Using a standardized pay grade structure with no regional adjustments
- D. Offering a flat global salary for similar roles

**Answer: A**

#### NEW QUESTION # 120

In the context of "total rewards," why might an organization choose a "cafeteria-style benefits plan" for its international employees?

- A. To provide employees with the flexibility to select benefits that align with their unique needs and cultural preferences
- B. To standardize benefits across all regions
- C. To enforce uniform benefit options
- D. To reduce administrative complexity

**Answer: A**

#### NEW QUESTION # 121

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