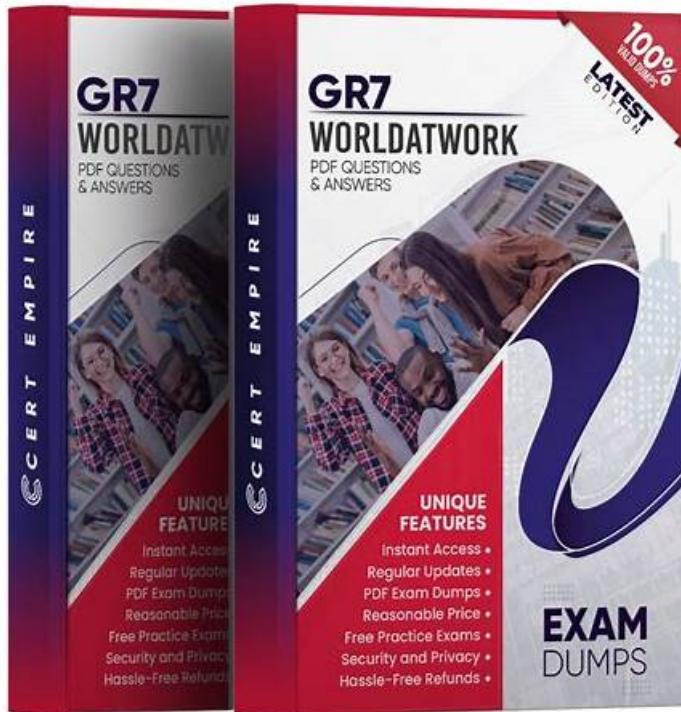


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## WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q72-Q77):

NEW QUESTION # 72

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

- A. Statutory benefits are optional and based on employee choice, while nonstatutory benefits are mandatory by law
- B. Nonstatutory benefits are mandated by host-country governments
- C. **Statutory benefits are required by local laws, while nonstatutory benefits are provided at the company's discretion**
- D. Both statutory and nonstatutory benefits are universally standardized across countries

**Answer: C**

#### **NEW QUESTION # 73**

In an international remuneration context, why is understanding cultural differences important?

- A. To simplify payroll processing across regions
- B. To ensure all employees receive the same benefits globally
- C. To minimize legal requirements in each country
- D. **To align compensation practices with local expectations**

**Answer: D**

#### **NEW QUESTION # 74**

A company is reviewing its "executive compensation" practices globally. What is one significant factor they must consider?

- A. **Aligning executive pay with both local market norms and global organizational objectives**
- B. Providing identical compensation for all executives regardless of location
- C. Ignoring regional tax implications for simplicity
- D. Limiting executive compensation to fixed salaries

**Answer: A**

#### **NEW QUESTION # 75**

When designing reward systems, how does "culture" influence the choice of rewards offered in different countries?

- A. **Culture may affect the perceived value of certain rewards, such as group-based incentives versus individual recognition**
- B. Culture has no measurable influence on reward preferences
- C. Culture dictates that all reward systems be standardized worldwide
- D. Culture only impacts non-monetary rewards, leaving compensation unaffected

**Answer: A**

#### **NEW QUESTION # 76**

Which of the following is a key challenge when implementing a global "performance management" system as part of an international remuneration strategy?

- A. Reducing the need for localized training programs
- B. Ensuring that only monetary incentives are used in all locations
- C. Maintaining a focus on individual rather than team performance
- D. **Defining standardized performance metrics that apply across diverse roles and cultures**

**Answer: D**

#### **NEW QUESTION # 77**

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