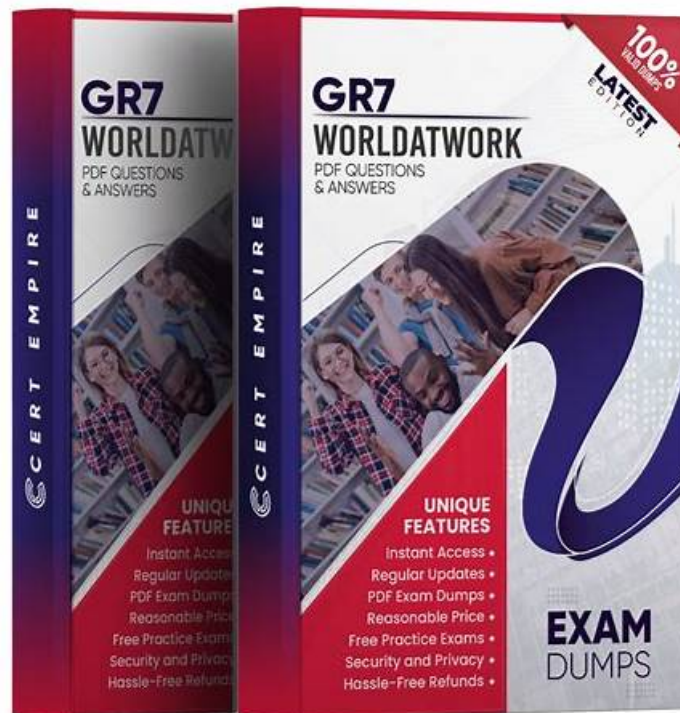


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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q72-Q77):

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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