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- An Overview of Global Rewards

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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q98-Q103):

NEW QUESTION # 98

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. Restricting recognition awards to monetary incentives only
- D. Only implementing recognition programs in regions with high performance

Answer: A

NEW QUESTION # 99

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

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

Answer: A

NEW QUESTION # 100

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

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

Answer: B

NEW QUESTION # 101

When using a "home-country approach" for expatriate compensation, which factor is the most challenging to manage effectively?

- A. Cost-of-living adjustments in the host country
- B. Payroll administration in the home currency
- C. Adjusting for home-country economic fluctuations
- D. Host-country tax compliance

Answer: A

NEW QUESTION # 102

A company implementing a "work-life" rewards program globally should prioritize which of the following considerations?

- A. Adapting work-life programs to accommodate regional cultural preferences and legal requirements
- B. Providing the same work-life balance benefits in all locations
- C. Standardizing work-life policies regardless of cultural expectations
- D. Implementing flexible work hours only in developed countries

Answer: A

NEW QUESTION # 103

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