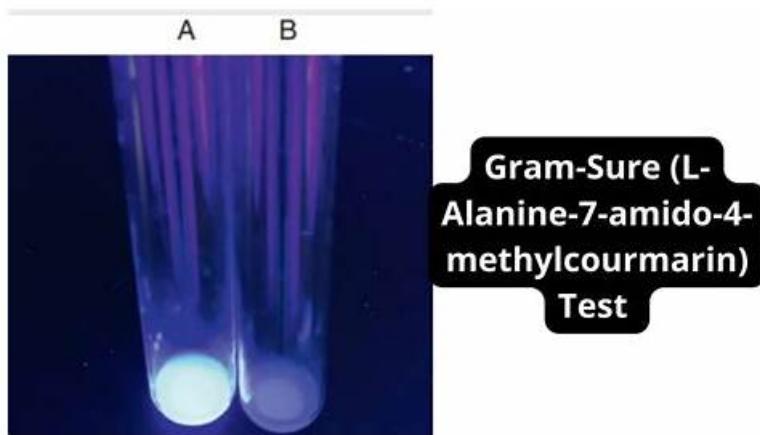


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## WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q64-Q69):

### NEW QUESTION # 64

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. Offering a flat global salary for similar roles
- C. Basing pay entirely on home country economic conditions
- D. Using a standardized pay grade structure with no regional adjustments

**Answer: A**

### **NEW QUESTION # 65**

In a global rewards strategy, what is the advantage of a "flexible benefits" program?

- A. Allows employees to select benefits that align with their individual needs, enhancing satisfaction and retention
- B. Reduces the need for regional customization
- C. Simplifies administration by limiting options
- D. Standardizes benefits across all regions

**Answer: A**

### **NEW QUESTION # 66**

A global organization uses a "balanced scorecard" approach for global performance management. What is one potential advantage of this approach in a multinational context?

- A. Implementing uniform metrics that ignore regional variations
- B. Limiting performance evaluations to financial metrics
- C. Standardizing goals across all regions without variation
- D. Enabling alignment of regional and individual goals with overall organizational objectives while accommodating cultural differences

**Answer: D**

### **NEW QUESTION # 67**

In a "global benefits" strategy, what is a primary challenge in selecting benefits providers across different regions?

- A. Ensuring a single provider can meet all regional requirements
- B. Only selecting providers based on cost considerations
- C. Reducing the number of benefits options for simplicity
- D. Partnering with providers who have local expertise to ensure compliance and cost management

**Answer: D**

### **NEW QUESTION # 68**

When selecting "benefits service providers" for a global organization, which of the following is essential?

- A. Choosing providers based on cost alone
- B. Selecting providers with regional expertise to address local compliance and employee needs
- C. Using only home-country providers to simplify management
- D. Standardizing benefits regardless of provider expertise

**Answer: B**

### **NEW QUESTION # 69**

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