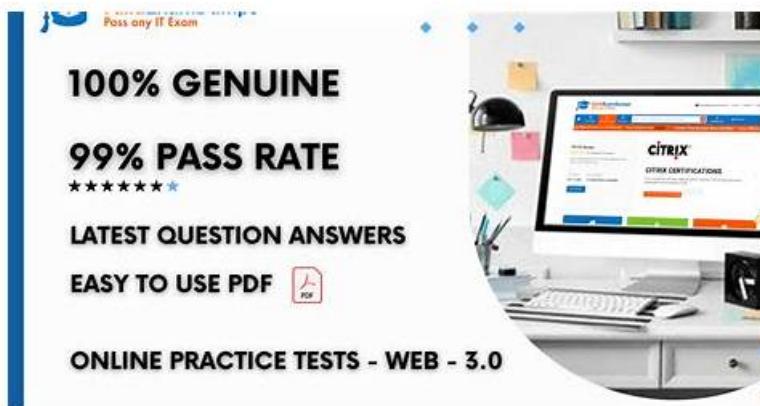


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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q15-Q20):

NEW QUESTION # 15

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 only impacts non-monetary rewards, leaving compensation unaffected
- D. Culture dictates that all reward systems be standardized worldwide

Answer: A

NEW QUESTION # 16

An international company is revising its "variable pay" practices for its global workforce to align with both local market practices and organizational objectives. What is a potential complication when implementing variable pay structures across multiple countries?

- A. Providing variable pay only to executives to simplify administration
- **B. Aligning incentive payouts with local legal requirements and tax implications**
- C. Avoiding market-based benchmarks for incentive calculations
- D. Ensuring each employee receives the same bonus percentage

Answer: B

NEW QUESTION # 17

Which of the following factors is NOT typically considered in the creation of an international benefits package?

- A. Local employment laws
- B. Healthcare requirements
- **C. Exchange rates**
- D. Employee marital status

Answer: C

NEW QUESTION # 18

Which of the following best describes a challenge in "global performance management" within a diverse workforce?

- **A. Adapting performance evaluations to reflect local market expectations and cultural differences**
- B. Developing a single set of performance metrics that ignore regional variances
- C. Avoiding any changes to headquarters' performance management policies
- D. Ensuring performance metrics are universally standardized across all roles

Answer: A

NEW QUESTION # 19

Which of the following best describes a "localization" approach in expatriate compensation?

- A. Limiting expatriate pay to a standard global structure
- B. Providing expatriates with benefits solely based on their home-country standards
- C. Avoiding cost-of-living adjustments in the host country
- **D. Matching expatriate compensation to host-country market rates with additional benefits tailored to local conditions**

Answer: D

NEW QUESTION # 20

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