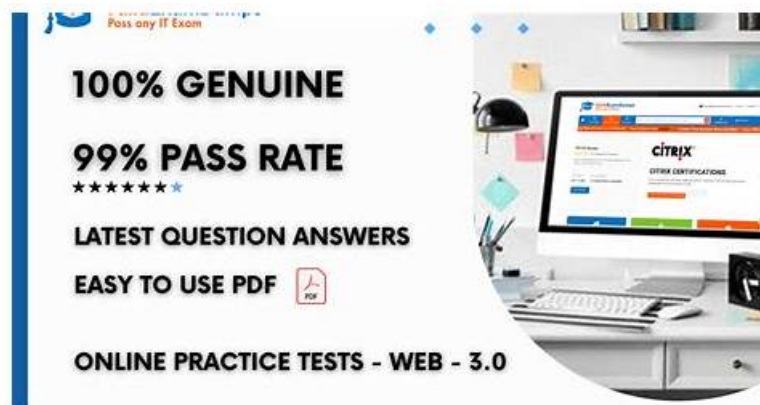


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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q93-Q98):

NEW QUESTION # 93

In the global business environment, which of the following is a primary influence on developing effective total rewards systems?

- A. Offering only non-monetary rewards to simplify administration
- B. A singular focus on monetary rewards
- C. Balancing the consistency of organizational objectives with regional regulatory, cultural, and market differences
- D. Implementing standardized practices that ignore regional needs

Answer: C

NEW QUESTION # 94

A company's expatriate compensation policy includes a "hardship allowance." In which situation is this allowance typically applied?

- A. To support employees transitioning to home-country assignments
- B. To offset cost-of-living differences in high-income countries
- C. For employees in positions requiring high levels of responsibility
- **D. For employees assigned to regions with challenging living conditions and health risks**

Answer: D

NEW QUESTION # 95

Which of the following best describes the role of "Total Rewards" in a global organization?

- A. A fixed rewards system based on headquarters' compensation policies
- **B. A comprehensive framework addressing monetary and non-monetary rewards tailored to diverse global workforce needs**
- C. A focus solely on compensation and benefits without considering career development
- D. A standardized approach to pay and benefits across all regions

Answer: B

NEW QUESTION # 96

A company using a "global grading" system is reviewing salary ranges across different regions. In this system, employees at the same level receive similar pay grades worldwide, regardless of geographic location. What is a potential drawback of this approach?

- **A. Reduced incentive for employees in high-cost regions**
- B. Complications in payroll processing across different time zones
- C. Difficulty in defining performance metrics across regions
- D. Increased administrative costs for currency conversions

Answer: A

NEW QUESTION # 97

Which of the following best describes a challenge of "cross-border mergers" in the context of total rewards?

- A. Limiting benefits integration to senior management
- B. Ignoring host-country regulations to maintain home-country standards
- **C. Aligning different compensation and benefits practices to create a unified rewards strategy**
- D. Ensuring identical pay structures for all employees

Answer: C

NEW QUESTION # 98

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