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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q96-Q101):

NEW QUESTION # 96

A company is designing a "global work-life balance program" as part of its total rewards offering. What should the organization consider to ensure the program's success across different regions?

- A. Customizing work-life programs to reflect cultural expectations and local labor laws
- B. Limiting work-life balance offerings to specific regions
- C. Focusing solely on remote work options
- D. Standardizing work-life programs without regional variations

Answer: A

NEW QUESTION # 97

In a "cross-border merger" situation, why is the integration of human resources (HR) critical to the success of the merger?

- A. HR can enforce standardized policies without adapting to cultural differences
- B. HR is responsible for creating alignment between differing organizational cultures, compensation structures, and employee expectations
- C. HR primarily focuses on post-merger restructuring activities
- D. HR has minimal impact on cross-border mergers and acquisitions

Answer: B

NEW QUESTION # 98

In global rewards planning, why is it essential to balance "localization" and "standardization"?

- A. Localization has no measurable effect on employee engagement
- B. Standardization reduces the need for regional HR involvement
- C. Standardization is unnecessary in global reward systems
- D. Localization improves employee satisfaction by addressing local needs, while standardization maintains alignment with corporate goals

Answer: D

NEW QUESTION # 99

In a global benefits strategy, why might a company consider using "regional insurance providers" instead of a single global provider?

- A. Regional providers reduce the need for local compliance
- B. Regional providers offer standardized benefits across all countries
- C. Regional providers better address local healthcare standards, costs, and regulations
- D. Global providers simplify administration with universal policies

Answer: C

NEW QUESTION # 100

In a "global recognition program," what is a potential issue if the organization fails to consider cultural differences?

- A. Cultural alignment is unnecessary in recognition programs
- B. The program may lack relevance or appeal, resulting in reduced motivation and lower employee morale
- C. Employees in all regions will have identical engagement levels
- D. Recognition programs have no measurable impact on employee satisfaction

Answer: B

NEW QUESTION # 101

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