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GR7 Exam Questions and International Remuneration - An Overview of

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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q122-Q127):

NEW QUESTION # 122

A global company is planning to move to a "centralized approach" for managing compensation across its various international locations. What is one likely advantage of this approach?

- A. Greater consistency and alignment with the organization's global goals
- B. Improved cost savings due to regional pay variations
- C. Reduction in the need for expatriate allowances
- D. Increased flexibility to adapt pay policies based on local market needs

Answer: A

NEW QUESTION # 123

A multinational organization is designing a new "total rewards strategy" to support its expansion in emerging markets. Which of the following is essential to balance global consistency with local relevance?

- A. Standardizing all rewards based on home-country norms to maintain uniformity
- B. Developing a single rewards structure applicable to all regions without variation
- C. Limiting rewards to non-monetary benefits to reduce complexity
- D. Establishing regional flexibility within a global framework to accommodate local customs, legal requirements, and cost-of-living adjustments

Answer: D

NEW QUESTION # 124

A company with a diverse global workforce seeks to develop a "total rewards" strategy that includes health and welfare benefits. Which of the following would be a key challenge in such a strategy?

- A. Reducing benefits for expatriates to minimize costs
- B. Limiting benefits only to executive-level employees
- C. Ensuring identical benefit offerings in all locations
- D. Managing regulatory variations, cost structures, and employee expectations across regions

Answer: D

NEW QUESTION # 125

In an international remuneration context, why is understanding cultural differences important?

- A. To simplify payroll processing across regions
- B. To align compensation practices with local expectations
- C. To ensure all employees receive the same benefits globally
- D. To minimize legal requirements in each country

Answer: B

NEW QUESTION # 126

Which of the following describes a key feature of a "dual pay" approach for expatriates?

- A. Salary based on host country rates without additional allowances
- B. Compensation based entirely on the home country with a cost-of-living adjustment
- C. A fixed salary in the home country with no adjustments
- **D. A salary paid in both home and host country currencies to accommodate expenses**

Answer: D

NEW QUESTION # 127

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