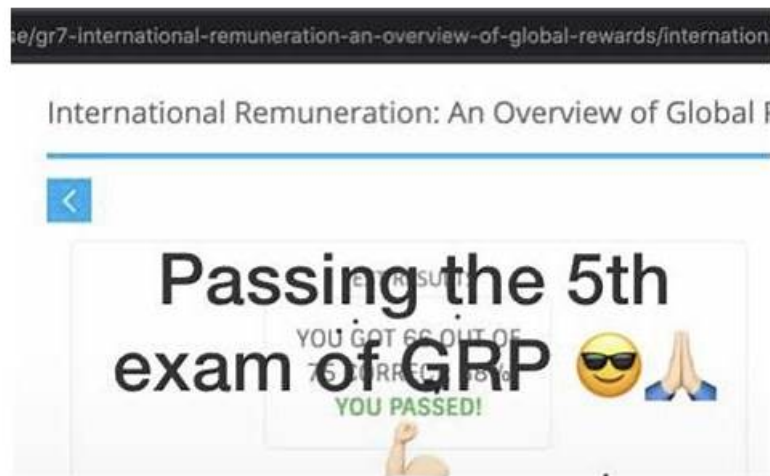# HOT Practice GR7 Online - Latest WorldatWork GR7 Intereactive Testing Engine: International Remuneration - An Overview of Global Rewards

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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q23-Q28):

NEW QUESTION # 23
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. Limiting rewards to non-monetary benefits to reduce complexity
- B. Developing a single rewards structure applicable to all regions without variation
- C. Standardizing all rewards based on home-country norms to maintain uniformity
- D. Establishing regional flexibility within a global framework to accommodate local customs, legal requirements, and cost-of-living adjustments

Answer: D

NEW QUESTION # 24
Which of the following best describes the importance of "variable pay" in aligning employee performance with business goals in a multinational company?

- A. Variable pay incentivizes performance by aligning rewards with the achievement of specific, regionally relevant business goals
- B. Variable pay does not impact business performance goals
- C. Variable pay is most effective when it follows a uniform payout schedule globally
- D. Variable pay should be limited to senior management to drive corporate objectives

Answer: A

NEW QUESTION # 25
In designing a global "executive compensation" package, which of the following is a primary challenge for ensuring both competitive and compliant practices?

- A. Reducing compensation packages to align with lower-cost regions
- B. Standardizing bonuses without performance consideration
- C. Ensuring equity-based compensation does not exceed local base salaries
- D. Balancing compensation that aligns with home-country standards while meeting host-country legal requirements

Answer: D

NEW QUESTION # 26
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. Increased flexibility to adapt pay policies based on local market needs
- B. Improved cost savings due to regional pay variations
- C. Reduction in the need for expatriate allowances
- D. Greater consistency and alignment with the organization's global goals

Answer: D

NEW QUESTION # 27
In a global rewards strategy, what is a potential drawback of a "headquarters-based" approach to compensation?

- A. It is easily adapted to meet local cultural expectations
- B. It offers flexibility for regional differences
- C. It simplifies payroll administration across regions
- D. It may not align with local market standards, reducing talent attraction and retention

Answer: D

NEW QUESTION # 28
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