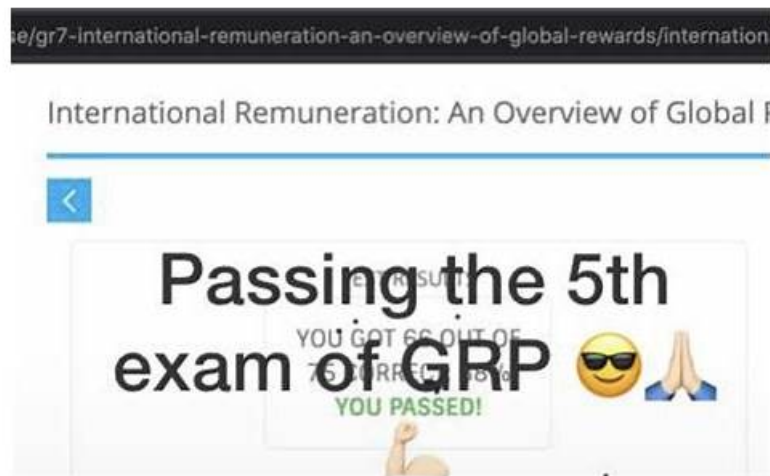


Quiz High Hit-Rate GR7 - Valid International Remuneration - An Overview of Global Rewards Test Answers



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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q33-Q38):

NEW QUESTION # 33

A company is looking to create a flexible global remuneration policy that accommodates local preferences and tax regulations. Which approach would best achieve this goal?

- A. Regionalization
- B. Simplified Payroll
- C. Global Standardization
- D. Localization

Answer: A

NEW QUESTION # 34

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

Answer: B

NEW QUESTION # 35

An organization implementing "career development opportunities" within its global rewards framework must consider which of the following?

- A. Providing identical career paths regardless of regional market needs
- B. Limiting career development opportunities to high-level executives
- **C. Offering development programs that reflect the skills demanded by regional business needs and cultural values**
- D. Aligning career development programs solely with home-country standards

Answer: C

NEW QUESTION # 36

A company implementing a "work-life" rewards program globally should prioritize which of the following considerations?

- A. Implementing flexible work hours only in developed countries
- B. Providing the same work-life balance benefits in all locations
- C. Standardizing work-life policies regardless of cultural expectations
- **D. Adapting work-life programs to accommodate regional cultural preferences and legal requirements**

Answer: D

NEW QUESTION # 37

When designing a global incentive program, a company aims to motivate employees across various regions while accommodating cultural differences in reward preferences. What is an essential consideration in this process?

- **A. Adjusting incentives based on regional economic conditions and employee roles**
- B. Reducing incentives in low-cost regions to standardize the program
- C. Applying the same incentive metrics across all regions to ensure consistency
- D. Offering non-monetary rewards as a replacement for financial bonuses

Answer: A

NEW QUESTION # 38

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