

WorldatWork GR7

International Remuneration - An Overview of Global Rewards

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Question: 1

When developing an international remuneration strategy, which of the following is essential to ensure alignment with a company's global business goals and workforce needs?

- A. Establishing regional salary bands without adjustments
- B. Incorporating equity-based rewards regardless of local norms
- C. Using a standardized compensation structure globally
- D. Aligning rewards with business strategies and cultural values

Answer: D

Question: 2

Which of the following best describes the approach of "localization" in global remuneration?

- A. Aligning compensation and benefits with home country practices
- B. Standardizing salaries across all regions to ensure fairness
- C. Adapting compensation and benefits based on host country practices
- D. Implementing a single policy for expatriate benefits

Answer: C

Question: 3

What is a primary challenge when using a "home-based" approach for expatriate compensation?

- A. The approach often overlooks local laws
- B. It may result in inequality among expatriates from different countries
- C. Compliance with international tax standards becomes difficult
- D. It requires frequent currency conversions for payroll adjustments

Answer: B

Question: 4

Which of the following factors is NOT typically considered in the creation of an international benefits package?

- A. Healthcare requirements
- B. Exchange rates
- C. Local employment laws
- D. Employee marital status

Answer: B

Question: 5

Which strategy aims to retain employees by providing competitive pay, adapting to cultural preferences, and enhancing the organization's brand as an employer of choice?

- A. Standardized Remuneration Strategy
- B. Localization Strategy
- C. Globalization Strategy
- D. Talent Attraction Strategy

Answer: D

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