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Worldatwork

GR7

International Remuneration -

An Overview of Global

Rewards Exam

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(s): 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(s): 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(s): 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(s): 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(s): D

QUESTION: 6

When determining the structure of a global remuneration package, which factor is MOST likely to influence the design for employees in developed versus developing countries?

- A. Local inflation rates
- B. Global company revenue
- C. Employee hierarchy level
- D. Economic stability of the home country

Answer(s): A

QUESTION: 7

Which of the following describes a "balance sheet" approach in expatriate compensation?

- A. It provides a fixed amount regardless of cost of living differences
- B. It ensures that employees can maintain a similar standard of living abroad
- C. It aligns expatriate pay with that of local nationals in the host country
- D. It offers incentives for long-term international assignments

Answer(s): B

QUESTION: 8

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. Global Standardization
- C. Localization
- D. Simplified Payroll

Answer(s): A

QUESTION: 9

What is one advantage of using a "host-based" pay approach for employees on international assignments?

- A. Reduced administrative burden on HR
- B. Improved alignment with home country pay
- C. Easier integration of employees into the host country
- D. Simplified tax reporting for expatriates

Answer(s): C