Exam : GR7

Title : International Remuneration - An Overview of Global Rewards

Version : DEMO

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

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

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

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

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