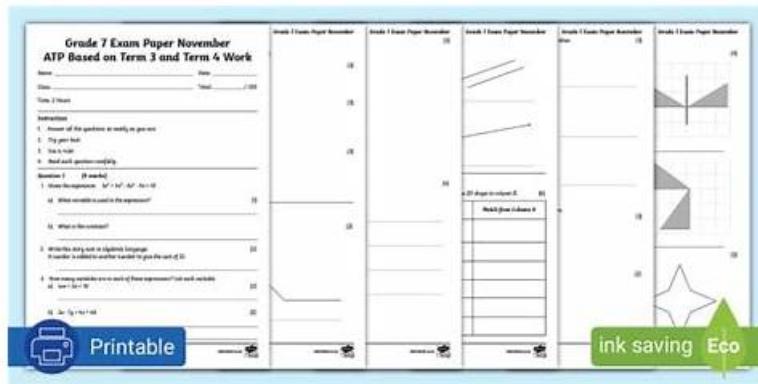


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## WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q84-Q89):

### NEW QUESTION # 84

What is one benefit of using a "balance sheet" approach in expatriate compensation?

- A. Increases administrative burden due to lack of currency conversion
- B. Helps expatriates maintain their home-country standard of living by compensating for differences in living costs and taxes
- C. Ensures that expatriates receive identical compensation to host-country nationals
- D. Offers standardized pay adjustments regardless of location

**Answer: B**

### NEW QUESTION # 85

What is a primary challenge when structuring "variable pay" for an international workforce?

- A. Ensuring that variable pay is equivalent across all countries
- B. Setting variable pay only for host-country nationals
- C. Aligning variable pay with home-country salary structures
- D. **Managing differing regional tax treatments and incentive expectations**

**Answer: D**

#### **NEW QUESTION # 86**

In a global compensation structure, which of the following describes the challenge of "purchasing power parity" (PPP) in relation to expatriate pay?

- A. Adjusting pay based on host country exchange rates to ensure comparable salaries
- B. Calculating payroll in local currency while maintaining compliance with home country laws
- C. **Ensuring that expatriates can purchase a similar standard of goods and services as in their home country**
- D. Determining bonuses based on economic performance in the host country

**Answer: C**

#### **NEW QUESTION # 87**

In a global benefits strategy, why might a company consider using "regional insurance providers" instead of a single global provider?

- A. Regional providers offer standardized benefits across all countries
- B. Regional providers reduce the need for local compliance
- C. Global providers simplify administration with universal policies
- D. **Regional providers better address local healthcare standards, costs, and regulations**

**Answer: D**

#### **NEW QUESTION # 88**

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. **Adapting work-life programs to accommodate regional cultural preferences and legal requirements**
- C. Standardizing work-life policies regardless of cultural expectations
- D. Providing the same work-life balance benefits in all locations

**Answer: B**

#### **NEW QUESTION # 89**

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