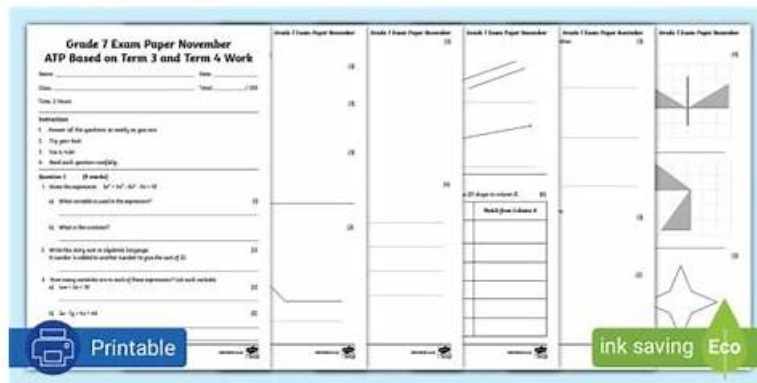


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NEW QUESTION # 84

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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