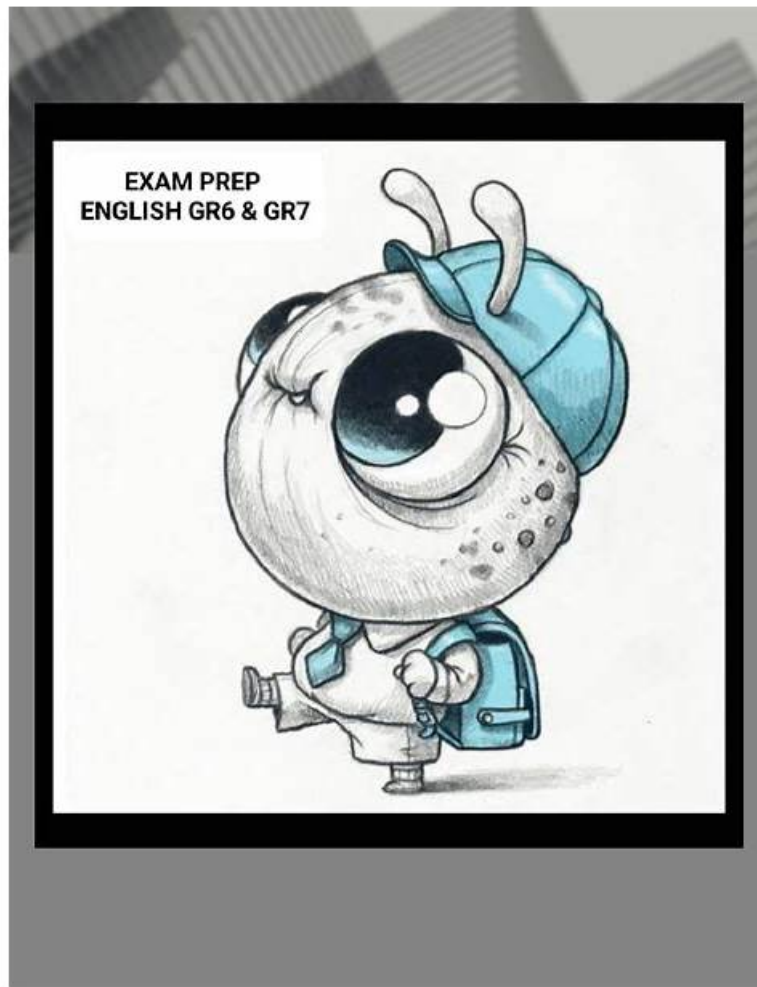


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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q121-Q126):

NEW QUESTION # 121

A company is reviewing its "executive compensation" practices globally. What is one significant factor they must consider?

- A. Ignoring regional tax implications for simplicity
- B. Providing identical compensation for all executives regardless of location
- C. Limiting executive compensation to fixed salaries
- **D. Aligning executive pay with both local market norms and global organizational objectives**

Answer: D

NEW QUESTION # 122

In a total rewards strategy, which of the following is a significant benefit of including "career development opportunities" as part of global rewards?

- A. It reduces the need for monetary incentives
- B. It standardizes career progression paths globally
- C. It ensures employees only focus on their current job roles
- **D. It provides long-term value for both employees and the organization by enhancing skills and loyalty**

Answer: D

NEW QUESTION # 123

In the context of global rewards planning, which of the following is a critical first step in aligning total rewards with business strategy?

- A. Limiting benefits to statutory minimums in each country
- B. Standardizing reward systems across all regions
- C. Using only monetary rewards
- **D. Assessing both business goals and the needs of a diverse workforce**

Answer: D

NEW QUESTION # 124

In a global benefits strategy, which of the following accurately describes statutory and nonstatutory benefits?

- A. Nonstatutory benefits are mandated by host-country governments
- B. Both statutory and nonstatutory benefits are universally standardized across countries
- **C. Statutory benefits are required by local laws, while nonstatutory benefits are provided at the company's discretion**
- D. Statutory benefits are optional and based on employee choice, while nonstatutory benefits are mandatory by law

Answer: C

NEW QUESTION # 125

When calculating the remuneration for expatriates, a company decides to use a "net-to-net" approach. What is the main principle of this approach?

- A. Aligning compensation with exchange rate fluctuations
- B. Matching the net income of expatriates to host-country employee earnings
- **C. Ensuring that expatriates take home a comparable net income as they would in their home country**

- Answer: C**

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