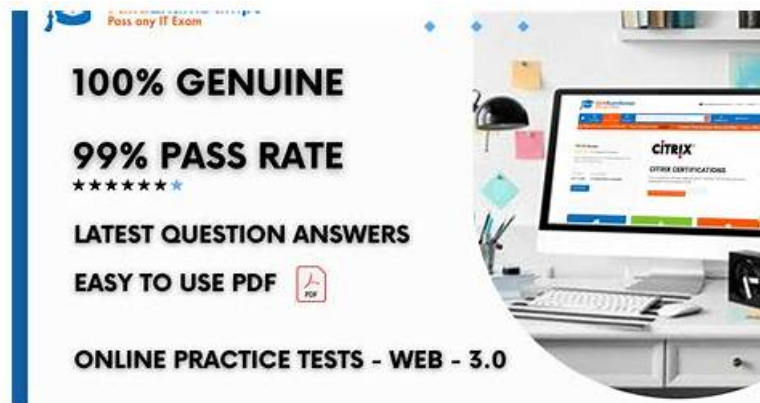


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## WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q88-Q93):

### NEW QUESTION # 88

Which of the following factors is NOT typically considered in the creation of an international benefits package?

- A. Healthcare requirements
- B. Employee marital status
- C. Local employment laws
- D. Exchange rates

Answer: D

### NEW QUESTION # 89

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

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

**Answer: C**

#### **NEW QUESTION # 90**

A global company is planning to move to a "centralized approach" for managing compensation across its various international locations. What is one likely advantage of this approach?

- A. Improved cost savings due to regional pay variations
- B. Reduction in the need for expatriate allowances
- **C. Greater consistency and alignment with the organization's global goals**
- D. Increased flexibility to adapt pay policies based on local market needs

**Answer: C**

#### **NEW QUESTION # 91**

Which of the following BEST describes the purpose of "mobility premiums" in an international remuneration package?

- A. To align expatriate compensation with local salary ranges
- B. To provide financial incentives based on international tax differences
- C. To account for currency fluctuations in the host country
- **D. To compensate employees for the inconvenience and challenges of relocating**

**Answer: D**

#### **NEW QUESTION # 92**

In a "global benefits" strategy, what is a primary challenge in selecting benefits providers across different regions?

- A. Only selecting providers based on cost considerations
- B. Ensuring a single provider can meet all regional requirements
- **C. Partnering with providers who have local expertise to ensure compliance and cost management**
- D. Reducing the number of benefits options for simplicity

**Answer: C**

#### **NEW QUESTION # 93**

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