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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q72-Q77):

NEW QUESTION # 72

In a global pay strategy, a company uses a "market-based approach" to set pay levels. Which of the following would best describe a challenge of this approach in an international context?

- A. Difficulty in benchmarking pay levels due to varying market conditions
- B. Decreased alignment with headquarters' pay policies
- C. Requirement to use a standardized global pay grade
- D. Reduced flexibility to adapt compensation to individual performance

Answer: A

NEW QUESTION # 73

What is a primary challenge when using a "home-based" approach for expatriate compensation?

- A. Compliance with international tax standards becomes difficult
- B. The approach often overlooks local laws
- C. It requires frequent currency conversions for payroll adjustments
- D. It may result in inequality among expatriates from different countries

Answer: D

NEW QUESTION # 74

Which of the following best describes the importance of "variable pay" in aligning employee performance with business goals in a multinational company?

- A. Variable pay incentivizes performance by aligning rewards with the achievement of specific, regionally relevant business goals
- B. Variable pay is most effective when it follows a uniform payout schedule globally
- C. Variable pay should be limited to senior management to drive corporate objectives
- D. Variable pay does not impact business performance goals

Answer: A

NEW QUESTION # 75

A multinational organization is revising its international benefits offerings to address the needs of its diverse workforce across various regions. The company wants to avoid one-size-fits-all solutions and instead wants to tailor benefits based on local preferences and statutory requirements. Which strategy would best support this objective while managing costs effectively?

- A. Standardized benefits across all regions to streamline administration
- B. Expatriate-focused benefits that prioritize employees on international assignments
- C. Regionalized benefits packages that reflect local norms and legal requirements
- D. Performance-based benefits tied to individual country GDP

Answer: C

NEW QUESTION # 76

In global compensation practices, what is one of the primary challenges in setting executive compensation across different regions?

- A. Aligning executive compensation with local regulations, tax implications, and market standards

- B. Avoiding local market-based salary comparisons
- C. Providing stock options as a uniform approach worldwide
- D. Executives have the same compensation expectations globally

Answer: A

NEW QUESTION # 77

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