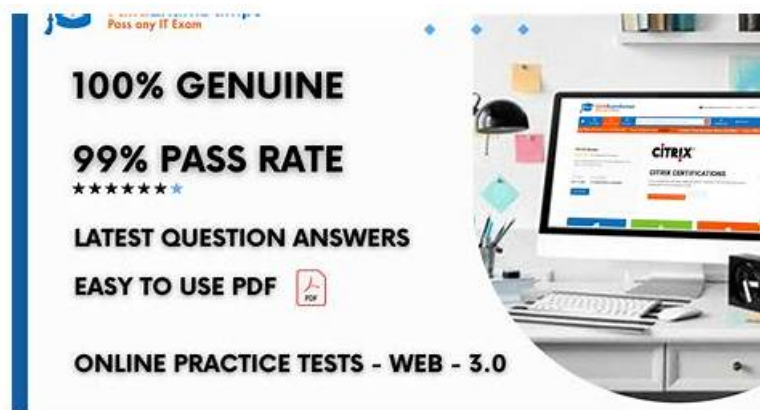


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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q48-Q53):

NEW QUESTION # 48

A multinational corporation wants to establish a "global mobility policy" that supports long-term talent deployment. Which of the following elements should be prioritized to improve employee retention?

- A. Reducing assignment lengths to minimize relocation stress
- B. Focusing solely on base salary adjustments for cost-of-living differences

- C. Offering high salary packages without benefits
- **D. Providing career development opportunities and support for family relocation**

Answer: D

NEW QUESTION # 49

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. Basing salary adjustments solely on gross income comparisons
- 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**
- D. Aligning compensation with exchange rate fluctuations

Answer: C

NEW QUESTION # 50

Which factor is most critical in developing a cost-effective approach for funding health and welfare benefits in a multinational company?

- A. Establishing a global health plan with identical benefits
- B. Minimizing employee participation in healthcare costs
- C. Ignoring local statutory requirements to reduce costs
- **D. Using local insurance providers to minimize costs in each country**

Answer: D

NEW QUESTION # 51

In the context of "work-life balance" as part of total rewards, why might a global organization face challenges when implementing these programs internationally?

- A. Work-life programs require significant investment without cultural consideration
- **B. Work-life expectations and acceptance vary by culture, which may impact effectiveness and adoption rates**
- C. Work-life programs are only valued in high-income countries
- D. Uniform work-life programs simplify operations but may not suit regional preferences

Answer: B

NEW QUESTION # 52

When an organization adopts a "headquarters-based" approach to global compensation, what is one major disadvantage it might encounter?

- A. Limited access to expatriate talent due to high costs
- B. Difficulty in creating standardized pay levels
- **C. Reduced ability to attract talent in local markets due to lack of alignment with local standards**
- D. Increased administrative burden due to varying exchange rates

Answer: C

NEW QUESTION # 53

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