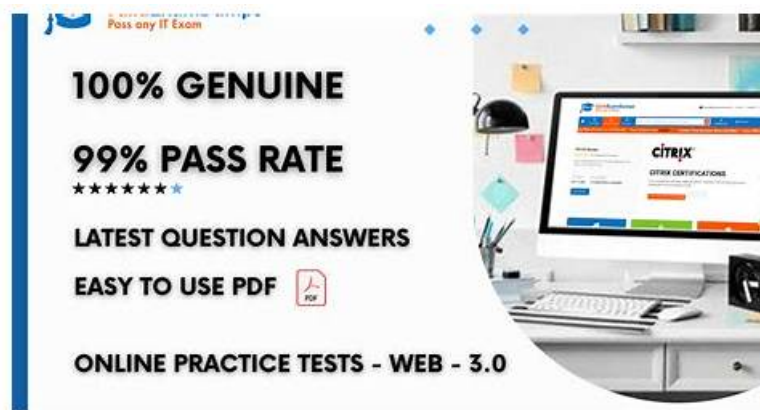


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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q107-Q112):

NEW QUESTION # 107

A company is looking to create a flexible global remuneration policy that accommodates local preferences and tax regulations. Which approach would best achieve this goal?

- A. Simplified Payroll
- **B. Regionalization**
- C. Localization
- D. Global Standardization

Answer: B

NEW QUESTION # 108

When selecting "benefits service providers" for a global organization, which of the following is essential?

- A. Using only home-country providers to simplify management
- B. Standardizing benefits regardless of provider expertise

- C. Choosing providers based on cost alone
- D. Selecting providers with regional expertise to address local compliance and employee needs

Answer: D

NEW QUESTION # 109

What is one advantage of using a "host-based" pay approach for employees on international assignments?

- A. Reduced administrative burden on HR
- B. Improved alignment with home country pay
- C. Simplified tax reporting for expatriates
- D. Easier integration of employees into the host country

Answer: D

NEW QUESTION # 110

Which of the following accurately describes the role of "purchasing power parity" (PPP) in determining expatriate compensation?

- A. PPP measures the economic performance of the expatriate's host country
- B. PPP ensures that expatriates' salaries match local employees in the host country
- C. PPP is used to adjust bonuses based on economic performance
- D. PPP helps align expatriate compensation with the cost of goods and services in the home country

Answer: D

NEW QUESTION # 111

An organization implementing a "global healthcare benefits" program must address which key issue to ensure program success?

- A. Ignoring local compliance to reduce costs
- B. Adapting healthcare plans to comply with local regulations, systems, and expectations
- C. Limiting healthcare benefits only to employees in high-income countries
- D. Standardizing healthcare plans across all countries

Answer: B

NEW QUESTION # 112

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