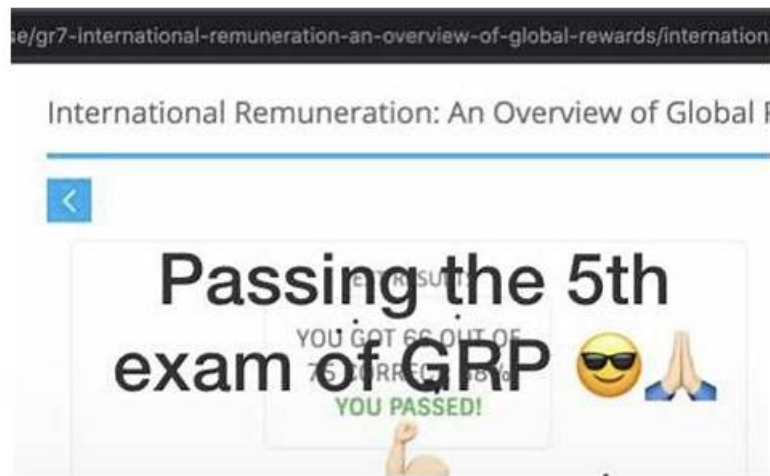


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## WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q70-Q75):

### NEW QUESTION # 70

Why might a "dual pay" approach, where expatriates are paid in both home and host country currencies, be beneficial?

- A. It reduces the administrative cost of compensation management
- B. It accommodates local expenses while protecting home-country savings, providing financial stability across currencies
- C. It ensures that expatriates receive a fixed base pay only

- D. It simplifies tax filings for the expatriate

**Answer: B**

#### NEW QUESTION # 71

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

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

**Answer: D**

#### NEW QUESTION # 72

A company implementing a "work-life" rewards program globally should prioritize which of the following considerations?

- A. Implementing flexible work hours only in developed countries
- B. Standardizing work-life policies regardless of cultural expectations
- C. Providing the same work-life balance benefits in all locations
- D. Adapting work-life programs to accommodate regional cultural preferences and legal requirements

**Answer: D**

#### NEW QUESTION # 73

What is a common issue faced when structuring "health care benefits" across different global regions?

- A. Implementing a universal healthcare provider
- B. Avoiding local healthcare requirements to streamline global benefits
- C. Addressing varying government regulations and healthcare standards
- D. Ensuring healthcare benefits remain consistent in every country

**Answer: C**

#### NEW QUESTION # 74

Which of the following best describes the purpose of a "local plus" compensation package?

- A. Enhancing host-country salaries with additional allowances to address cost-of-living and quality-of-life factors for expatriates
- B. Reducing expatriate compensation to minimize costs
- C. Matching expatriate pay to home-country standards without adjustment
- D. Providing expatriates with only local pay without additional benefits

**Answer: A**

#### NEW QUESTION # 75

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