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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q68-Q73):

NEW QUESTION # 68

In the design of a global "healthcare benefits" plan, what is a common issue that companies encounter?

- A. Simplified administration due to uniform international healthcare standards
- B. The ability to outsource all healthcare needs to a single provider
- C. The same healthcare needs for all employees globally
- D. **Differing healthcare systems, regulations, and expectations across regions**

Answer: D

NEW QUESTION # 69

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 ensures that expatriates receive a fixed base pay only
- C. It simplifies tax filings for the expatriate
- D. **It accommodates local expenses while protecting home-country savings, providing financial stability across currencies**

Answer: D

NEW QUESTION # 70

In a global compensation structure, which of the following describes the challenge of "purchasing power parity" (PPP) in relation to expatriate pay?

- A. Adjusting pay based on host country exchange rates to ensure comparable salaries
- B. Determining bonuses based on economic performance in the host country
- C. **Ensuring that expatriates can purchase a similar standard of goods and services as in their home country**
- D. Calculating payroll in local currency while maintaining compliance with home country laws

Answer: C

NEW QUESTION # 71

A company has adopted a "global pay scale" that assigns pay grades based on the complexity and responsibility of the role rather than location. What is one potential disadvantage of this approach?

- A. It complicates payroll administration due to currency fluctuations
- B. It discourages employees from taking international assignments
- C. **It may not align with local living standards, impacting employee satisfaction**
- D. It increases the cost of expatriate assignments

Answer: C

NEW QUESTION # 72

In the context of "total rewards," why is it important for multinational companies to understand local cultural values?

- A. Local cultural values simplify the administration of total rewards
- B. Local cultural values influence employee motivation and the perceived value of various reward types, which impacts attraction and retention
- C. Cultural values only affect executive compensation
- D. Cultural values have no impact on reward systems

Answer: B

NEW QUESTION # 73

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