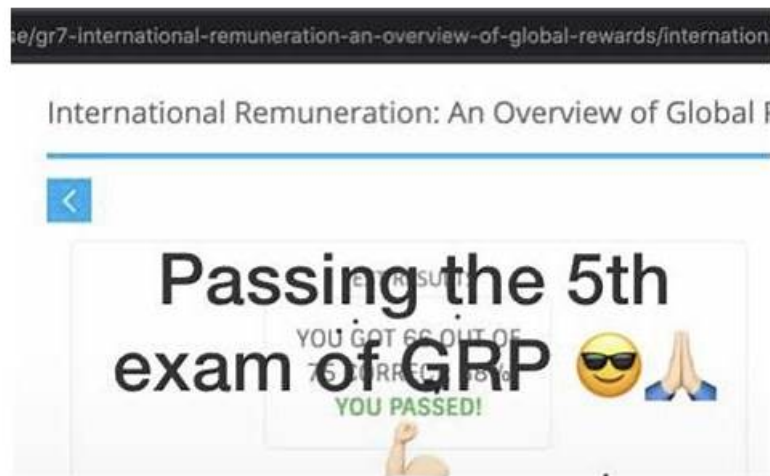


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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q15-Q20):

NEW QUESTION # 15

A global company is reviewing its "variable pay program" for non-executive employees. Which of the following is a primary challenge in implementing this program?

- A. Ensuring variable pay aligns with local market expectations, regulatory requirements, and cultural values
- B. Reducing the influence of cultural differences on payouts
- C. Standardizing payouts for all employees
- D. Limiting variable pay only to executive employees

Answer: A

NEW QUESTION # 16

When creating an international assignment policy, the company includes "hardship allowances" for employees working in high-risk or less developed areas. Which of the following best explains the purpose of this allowance?

- A. To increase the base salary to offset currency fluctuations
- B. To match the local salary levels in the host country
- C. To compensate for the physical and psychological challenges of working in a less desirable location
- D. To reward high-performing employees during their assignment

Answer: C

NEW QUESTION # 17

A global organization is creating a new "performance management system" to be applied across all regions. What is one significant challenge in standardizing performance metrics for a global workforce?

- A. Limiting performance reviews to only senior-level employees
- B. Ensuring identical performance metrics for all roles regardless of cultural differences
- C. Reducing the use of subjective performance assessments
- D. Balancing consistency in evaluations with flexibility to account for regional job roles and expectations

Answer: D

NEW QUESTION # 18

In a "local plus" compensation approach, which of the following describes a key reason for offering additional benefits beyond local pay rates?

- A. To ensure expatriates face financial hardships during their assignments
- B. To eliminate the need for cost-of-living adjustments
- C. To align expatriate compensation with headquarters' standards
- D. To provide competitive compensation while addressing host-country cost-of-living challenges

Answer: D

NEW QUESTION # 19

Which of the following is a major consideration when implementing an equity-based compensation program in multiple countries?

- A. Setting uniform vesting periods across all regions
- B. Excluding employees from low-cost countries from participating
- C. The valuation of the company's stock in international markets
- D. Local legal requirements and tax implications for stock options

Answer: D

NEW QUESTION # 20

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