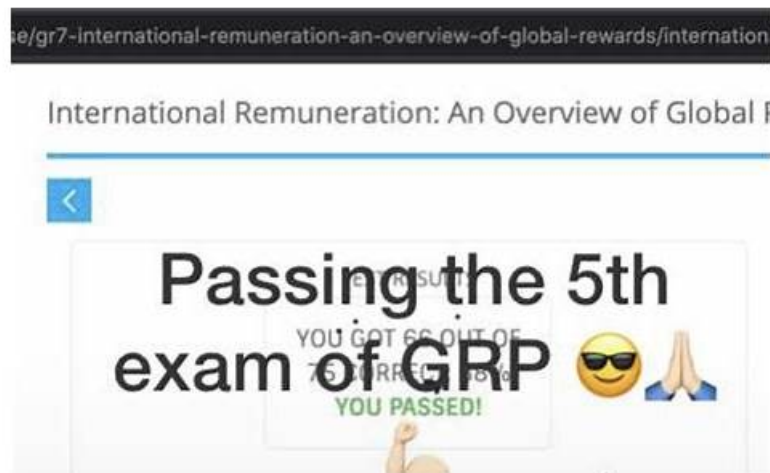


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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q104-Q109):

NEW QUESTION # 104

A company using a "balance sheet approach" includes a "hardship premium" in the expatriate compensation package. Under what condition is this premium typically granted?

- A. For any international assignment, regardless of location
- B. For employees who have been on assignment for over a year
- C. When the assignment involves significant health and safety risks
- D. Only when the cost of living is substantially lower in the host country

Answer: C

NEW QUESTION # 105

A company's expatriate compensation policy includes a "hardship allowance." In which situation is this allowance typically applied?

- A. For employees assigned to regions with challenging living conditions and health risks
- B. To offset cost-of-living differences in high-income countries
- C. For employees in positions requiring high levels of responsibility
- D. To support employees transitioning to home-country assignments

Answer: A

NEW QUESTION # 106

In global rewards planning, why is it essential to balance "localization" and "standardization"?

- A. Standardization reduces the need for regional HR involvement
- B. Standardization is unnecessary in global reward systems
- C. Localization improves employee satisfaction by addressing local needs, while standardization maintains alignment with corporate goals
- D. Localization has no measurable effect on employee engagement

Answer: C

NEW QUESTION # 107

In developing a global "retirement benefits" plan, which of the following is a critical consideration for multinational companies?

- A. Standardizing retirement benefits for simplicity
- B. Providing retirement plans only in home-country locations
- C. Ignoring host-country tax requirements to reduce costs
- D. Balancing competitive contributions with local tax and regulatory requirements

Answer: D

NEW QUESTION # 108

A company uses a "local plus" compensation approach for employees on long-term assignments in high-cost regions. What is a significant disadvantage of this approach?

- A. Increased administrative burden due to variable benefits
- B. Complications in calculating host-country taxes
- C. Difficulty in providing a uniform standard of living for all employees
- D. Potential resentment among local employees due to perceived preferential treatment

Answer: D

NEW QUESTION # 109

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