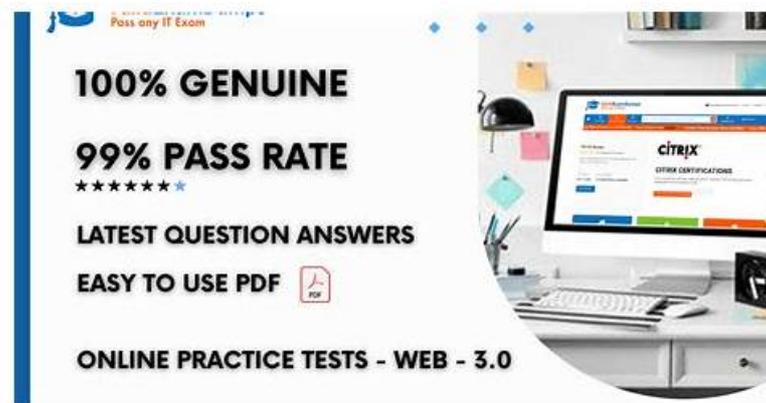


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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q108-Q113):

NEW QUESTION # 108

In designing a global "executive compensation" package, which of the following is a primary challenge for ensuring both competitive and compliant practices?

- A. Standardizing bonuses without performance consideration
- **B. Balancing compensation that aligns with home-country standards while meeting host-country legal requirements**
- C. Ensuring equity-based compensation does not exceed local base salaries
- D. Reducing compensation packages to align with lower-cost regions

Answer: B

NEW QUESTION # 109

When an organization adopts a "headquarters-based" approach to global compensation, what is one major disadvantage it might encounter?

- A. Limited access to expatriate talent due to high costs
- B. Increased administrative burden due to varying exchange rates
- C. Reduced ability to attract talent in local markets due to lack of alignment with local standards
- D. Difficulty in creating standardized pay levels

Answer: C

NEW QUESTION # 110

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

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

Answer: A

NEW QUESTION # 111

An organization implementing "career development opportunities" within its global rewards framework must consider which of the following?

- A. Limiting career development opportunities to high-level executives
- B. Providing identical career paths regardless of regional market needs
- C. Offering development programs that reflect the skills demanded by regional business needs and cultural values
- D. Aligning career development programs solely with home-country standards

Answer: C

NEW QUESTION # 112

During a cross-border merger, what role does "cultural compatibility" play in successful integration?

- A. It simplifies financial transactions across borders
- B. It helps in smoothing the integration process by aligning values, norms, and practices
- C. It is only relevant in regions with similar languages
- D. It is unrelated to global mergers and acquisitions

Answer: B

NEW QUESTION # 113

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