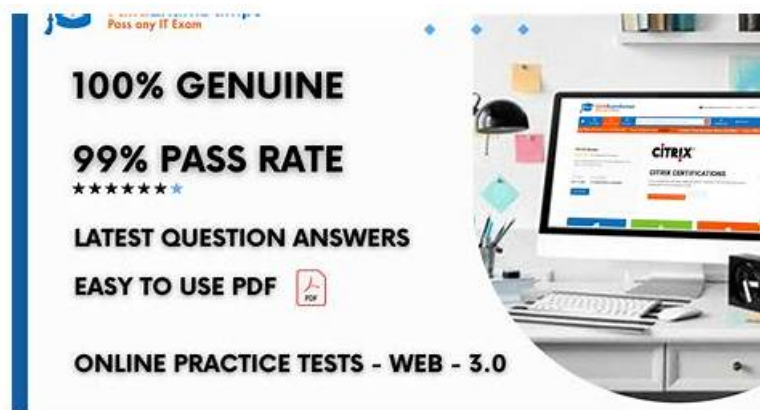


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## WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q119-Q124):

### NEW QUESTION # 119

When structuring a "retirement benefits" plan for a multinational workforce, which of the following is a key consideration?

- A. Providing identical retirement contributions in all regions
- **B. Addressing local legal and tax requirements while offering competitive benefits**
- C. Limiting retirement benefits only to expatriates
- D. Standardizing retirement benefits regardless of local laws

**Answer: B**

### NEW QUESTION # 120

What is a primary challenge when structuring "variable pay" for an international workforce?

- A. Setting variable pay only for host-country nationals
- B. Aligning variable pay with home-country salary structures

- C. Ensuring that variable pay is equivalent across all countries
- **D. Managing differing regional tax treatments and incentive expectations**

**Answer: D**

#### **NEW QUESTION # 121**

A multinational corporation is managing a merger with a company based in a different country. Which of the following would likely pose a significant cultural challenge during the integration process?

- **A. Variations in performance expectations and feedback mechanisms**
- B. Disparities in corporate branding and marketing
- C. Currency exchange fluctuations
- D. Differences in employee leave policies

**Answer: A**

#### **NEW QUESTION # 122**

In designing a "variable pay" program for a multinational workforce, which of the following is a critical challenge?

- A. Standardizing payout percentages globally
- B. Limiting bonuses to executive employees only
- C. Avoiding legal compliance in host countries
- **D. Adapting incentives to align with regional market practices, tax regulations, and cultural expectations**

**Answer: D**

#### **NEW QUESTION # 123**

When developing an international remuneration strategy, which of the following is essential to ensure alignment with a company's global business goals and workforce needs?

- A. Establishing regional salary bands without adjustments
- B. Incorporating equity-based rewards regardless of local norms
- C. Using a standardized compensation structure globally
- **D. Aligning rewards with business strategies and cultural values**

**Answer: D**

#### **NEW QUESTION # 124**

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