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### WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q111-Q116):

#### NEW QUESTION # 111

In a "local plus" approach, a multinational company offers additional allowances beyond local pay rates to international employees. Which of the following is NOT typically included in a "local plus" compensation package?

- A. Education allowances for dependent children
- B. Home leave allowance
- C. Housing and utilities assistance
- D. Host country retirement contributions

**Answer: D**

#### NEW QUESTION # 112

Which factor is most critical in developing a cost-effective approach for funding health and welfare benefits in a multinational company?

- A. Establishing a global health plan with identical benefits
- B. Ignoring local statutory requirements to reduce costs
- C. Using local insurance providers to minimize costs in each country
- D. Minimizing employee participation in healthcare costs

**Answer: C**

#### NEW QUESTION # 113

A company is sending employees on a short-term assignment to a country with a high income tax rate. Which of the following is the most effective approach for managing tax implications to avoid financial strain on the assignees?

- A. Implement a tax equalization policy covering both home and host country taxes
- B. Allow employees to manage taxes independently
- C. Only reimburse taxes for high-level executives
- D. Reduce the employees' base salary to offset the higher tax rates

**Answer: A**

#### NEW QUESTION # 114

An organization that operates in multiple countries is planning to offer a "variable pay" program as part of its total rewards strategy. What is a significant challenge when designing such a program?

- A. Adapting variable pay incentives to meet diverse cultural preferences and regulatory requirements
- B. Ensuring consistency in payout amounts across countries
- C. Ensuring variable pay only benefits top performers globally
- D. Limiting the program to non-monetary incentives

**Answer: A**

When creating an "international assignment policy," which of the following describes a primary purpose of including a "hardship allowance"?

- Answer: D**

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