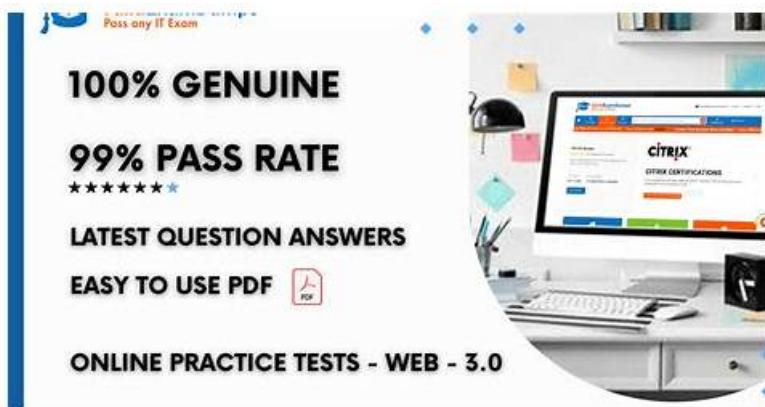


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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q91-Q96):

NEW QUESTION # 91

When calculating the remuneration for expatriates, a company decides to use a "net-to-net" approach. What is the main principle of this approach?

- A. Matching the net income of expatriates to host-country employee earnings
- B. Basing salary adjustments solely on gross income comparisons
- C. Ensuring that expatriates take home a comparable net income as they would in their home country
- D. Aligning compensation with exchange rate fluctuations

Answer: C

NEW QUESTION # 92

In the global business environment, which of the following is a primary influence on developing effective total rewards systems?

- A. Implementing standardized practices that ignore regional needs
- B. A singular focus on monetary rewards
- C. Offering only non-monetary rewards to simplify administration
- D. Balancing the consistency of organizational objectives with regional regulatory, cultural, and market differences

Answer: D

NEW QUESTION # 93

In which scenario would a "split-pay" approach to compensation be most advantageous for an expatriate on a long-term assignment?

- A. When the host country's currency is devalued against the home currency
- B. When the expatriate wants to save in their home currency but cover expenses in the host country
- C. When there is a strong international currency regulation in the host country
- D. When the expatriate's home and host countries have significant currency stability

Answer: B

NEW QUESTION # 94

Which of the following describes a "balance sheet" approach in expatriate compensation?

- A. It offers incentives for long-term international assignments
- B. It ensures that employees can maintain a similar standard of living abroad
- C. It provides a fixed amount regardless of cost of living differences
- D. It aligns expatriate pay with that of local nationals in the host country

Answer: B

NEW QUESTION # 95

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. Limiting variable pay only to executive employees
- D. Standardizing payouts for all employees

Answer: A

NEW QUESTION # 96

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