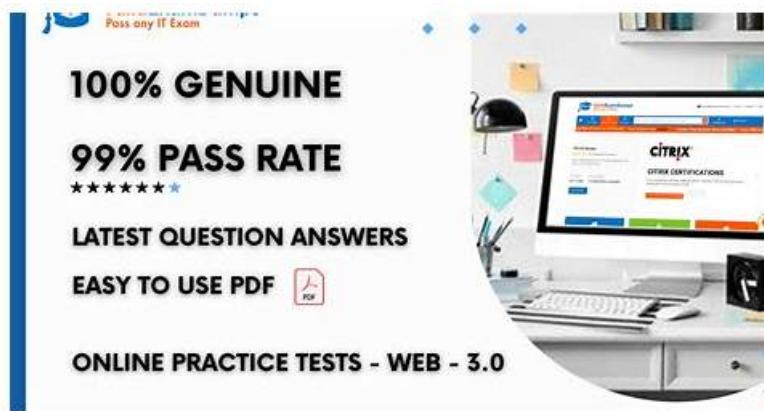


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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q37-Q42):

NEW QUESTION # 37

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. **Balancing competitive contributions with local tax and regulatory requirements**
- C. Providing retirement plans only in home-country locations
- D. Ignoring host-country tax requirements to reduce costs

Answer: B

NEW QUESTION # 38

A company is looking to create a flexible global remuneration policy that accommodates local preferences and tax regulations. Which approach would best achieve this goal?

- A. Regionalization
- B. Global Standardization
- C. Simplified Payroll
- D. Localization

Answer: A

NEW QUESTION # 39

Which of the following describes a primary purpose of a "mobility premium" in expatriate compensation?

- A. Reducing expatriate compensation to control costs
- B. Offering a financial incentive for employees to accept and adapt to assignments in foreign or challenging locations
- C. Aligning expatriate pay strictly with home-country standards
- D. Providing fixed compensation regardless of assignment location

Answer: B

NEW QUESTION # 40

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

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

Answer: B

NEW QUESTION # 41

An international company is revising its "variable pay" practices for its global workforce to align with both local market practices and organizational objectives. What is a potential complication when implementing variable pay structures across multiple countries?

- A. Providing variable pay only to executives to simplify administration
- B. Avoiding market-based benchmarks for incentive calculations
- C. Ensuring each employee receives the same bonus percentage
- D. Aligning incentive payouts with local legal requirements and tax implications

Answer: D

NEW QUESTION # 42

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