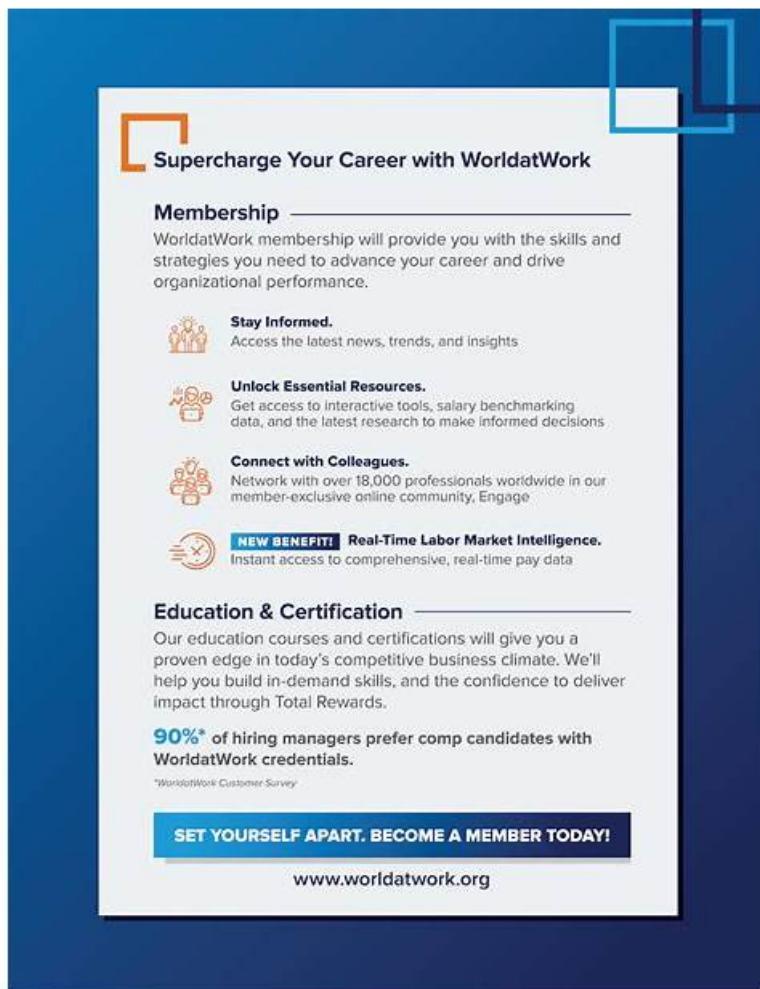


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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q29-Q34):

NEW QUESTION # 29

What is a critical consideration for an organization when setting "base pay" for roles across multiple countries?

- A. Standardizing pay based on headquarters' cost of living
- B. Offering identical base pay for similar roles globally
- C. **Adjusting base pay to align with local market rates and cost of living to ensure competitiveness and equity**
- D. Limiting pay adjustments to lower-cost regions

Answer: C

NEW QUESTION # 30

When selecting "benefits service providers" for a global organization, which of the following is essential?

- A. Standardizing benefits regardless of provider expertise
- B. **Selecting providers with regional expertise to address local compliance and employee needs**
- C. Using only home-country providers to simplify management
- D. Choosing providers based on cost alone

Answer: B

NEW QUESTION # 31

In the context of global rewards planning, which of the following is a critical first step in aligning total rewards with business strategy?

- A. Standardizing reward systems across all regions
- B. Using only monetary rewards
- C. **Assessing both business goals and the needs of a diverse workforce**
- D. Limiting benefits to statutory minimums in each country

Answer: C

NEW QUESTION # 32

An organization with a focus on talent retention uses an "equity-based" compensation plan as part of its international remuneration strategy. What is a primary benefit of this approach in a global context?

- A. **Allows employees to share in the company's long-term growth and profitability**
- B. Aligns employee benefits with those provided in their home country
- C. Provides a fixed monthly income that supports cost-of-living needs
- D. Reduces reliance on currency adjustments and local market fluctuations

Answer: A

NEW QUESTION # 33

What is one of the most significant challenges in implementing a global "healthcare benefits" plan?

- A. Ignoring local regulatory requirements to simplify the plan
- B. **Managing diverse healthcare systems, regulatory requirements, and employee expectations in different countries**
- C. Ensuring all employees have access to identical healthcare services
- D. Providing healthcare benefits only in high-income regions

Answer: B

NEW QUESTION # 34

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