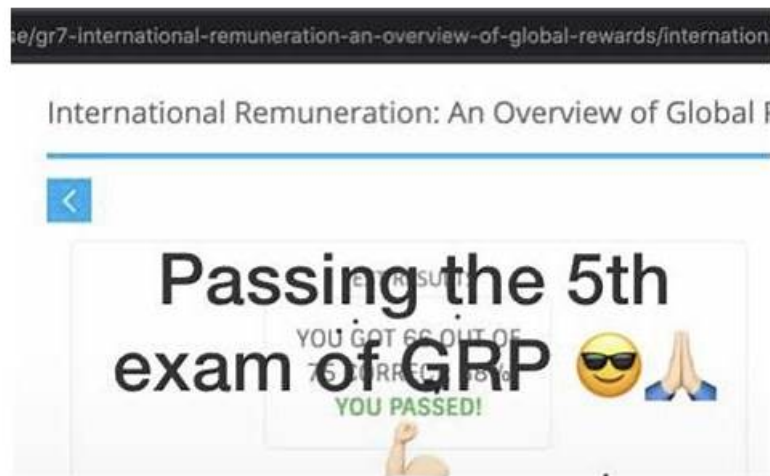


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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q41-Q46):

NEW QUESTION # 41

Which of the following best describes a "localization" approach in expatriate compensation?

- A. Providing expatriates with benefits solely based on their home-country standards
- **B. Matching expatriate compensation to host-country market rates with additional benefits tailored to local conditions**
- C. Limiting expatriate pay to a standard global structure
- D. Avoiding cost-of-living adjustments in the host country

Answer: B

NEW QUESTION # 42

Which of the following best describes the purpose of a "local plus" compensation package?

- A. Enhancing host-country salaries with additional allowances to address cost-of-living and quality-of-life factors for expatriates
- B. Matching expatriate pay to home-country standards without adjustment
- C. Reducing expatriate compensation to minimize costs
- D. Providing expatriates with only local pay without additional benefits

Answer: A

NEW QUESTION # 43

A company has adopted a "global pay scale" that assigns pay grades based on the complexity and responsibility of the role rather than location. What is one potential disadvantage of this approach?

- A. It may not align with local living standards, impacting employee satisfaction
- B. It discourages employees from taking international assignments
- C. It complicates payroll administration due to currency fluctuations
- D. It increases the cost of expatriate assignments

Answer: A

NEW QUESTION # 44

A multinational company is revising its "recognition program" for its global workforce. Which of the following best describes an effective approach?

- A. Focusing recognition on high-level achievements in the home country only
- B. Standardizing recognition awards without considering cultural differences
- C. Limiting recognition to monetary rewards to simplify administration
- D. Aligning recognition programs with both global objectives and local cultural norms to enhance employee engagement

Answer: D

NEW QUESTION # 45

In a "local plus" compensation approach, which of the following describes a key reason for offering additional benefits beyond local pay rates?

- A. To align expatriate compensation with headquarters' standards
- B. To provide competitive compensation while addressing host-country cost-of-living challenges
- C. To eliminate the need for cost-of-living adjustments
- D. To ensure expatriates face financial hardships during their assignments

Answer: B

NEW QUESTION # 46

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