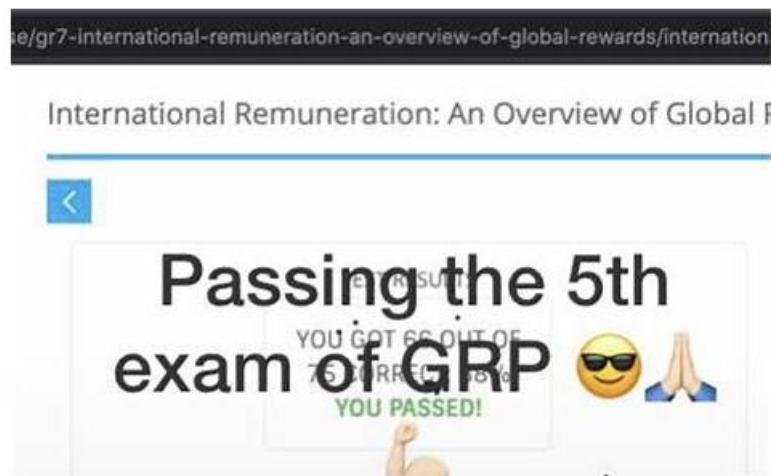


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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q125-Q130):

NEW QUESTION # 125

What is a common issue faced when structuring "health care benefits" across different global regions?

- A. Avoiding local healthcare requirements to streamline global benefits
- B. Implementing a universal healthcare provider
- C. Addressing varying government regulations and healthcare standards
- D. Ensuring healthcare benefits remain consistent in every country

Answer: C

NEW QUESTION # 126

What is a primary challenge when using a "home-based" approach for expatriate compensation?

- A. Compliance with international tax standards becomes difficult
- B. It may result in inequality among expatriates from different countries
- C. The approach often overlooks local laws
- D. It requires frequent currency conversions for payroll adjustments

Answer: B

NEW QUESTION # 127

When designing a global incentive program, a company aims to motivate employees across various regions while accommodating cultural differences in reward preferences. What is an essential consideration in this process?

- A. Offering non-monetary rewards as a replacement for financial bonuses
- B. Adjusting incentives based on regional economic conditions and employee roles
- C. Reducing incentives in low-cost regions to standardize the program
- D. Applying the same incentive metrics across all regions to ensure consistency

Answer: B

NEW QUESTION # 128

An organization implementing a "global healthcare benefits" program must address which key issue to ensure program success?

- A. Limiting healthcare benefits only to employees in high-income countries
- B. Standardizing healthcare plans across all countries
- C. Ignoring local compliance to reduce costs
- D. Adapting healthcare plans to comply with local regulations, systems, and expectations

Answer: D

NEW QUESTION # 129

What is one of the primary purposes of offering "development and career opportunities" as part of a global total rewards package?

- A. To ensure employees have uniform career paths across all regions
- B. To create a standardized skill set across the global workforce
- C. To improve retention by offering growth opportunities tailored to individual and regional needs
- D. To decrease the focus on monetary compensation as a motivating factor

Answer: C

NEW QUESTION # 130

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