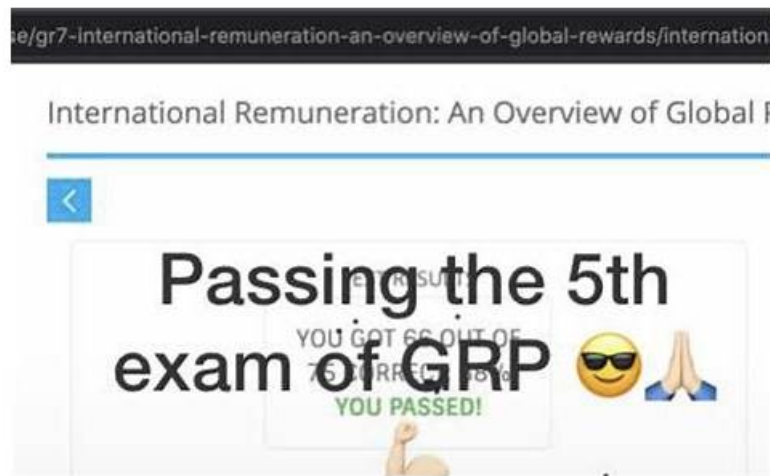


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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q110-Q115):

NEW QUESTION # 110

A multinational organization offers "long-term incentives" to its employees across different countries. Which of the following is a key challenge with this approach?

- A. Tracking the performance of individual employees globally
- B. Managing tax compliance across multiple jurisdictions
- C. Ensuring all employees receive identical incentive structures
- D. Aligning incentive payouts with annual performance reviews

Answer: B

NEW QUESTION # 111

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

- A. Paying in the host-country currency only
- B. Avoiding local currency use for expatriates
- C. Splitting compensation between home and host-country currencies to address local expenses and maintain savings in home currency
- D. Standardizing pay across all expatriates

Answer: C

NEW QUESTION # 112

Which factor is essential for HR to address when supporting cross-border mergers and acquisitions?

- A. Ensuring cultural integration to align employee engagement and reduce conflicts
- B. Focusing exclusively on expatriate compensation packages
- C. Ignoring host-country laws to maintain home-country practices
- D. Maintaining only headquarters' policies for consistent management

Answer: A

NEW QUESTION # 113

In the design of a global "healthcare benefits" plan, what is a common issue that companies encounter?

- A. The same healthcare needs for all employees globally
- B. The ability to outsource all healthcare needs to a single provider
- C. Simplified administration due to uniform international healthcare standards
- D. Differing healthcare systems, regulations, and expectations across regions

Answer: D

NEW QUESTION # 114

When developing a "retirement benefit plan" for expatriates, what is a critical consideration for a multinational company?

- A. Offering retirement benefits only after five years of service
- B. Ensuring that retirement contributions are consistent regardless of location
- C. Avoiding local compliance with retirement regulations
- D. Addressing both home and host-country tax implications to maximize expatriate savings

Answer: D

NEW QUESTION # 115

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