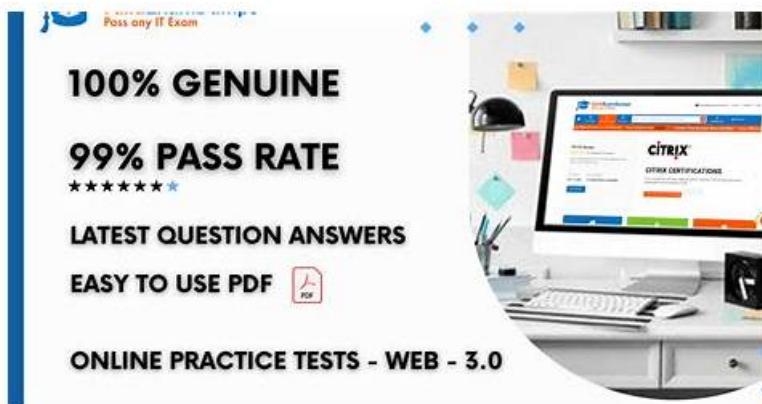


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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q34-Q39):

NEW QUESTION # 34

Which of the following describes a "cultural alignment" approach in global remuneration?

- A. Tailoring reward packages to fit the specific social and cultural expectations in each region
- B. Establishing identical compensation practices across all locations to promote unity
- C. Designing packages to minimize the influence of local culture

- D. Ensuring all expatriates receive benefits based solely on the headquarters' standards

Answer: A

NEW QUESTION # 35

Which of the following is an example of an influence on global compensation practices that organizations must consider?

- A. Standardized cost of living across all global markets
- B. **The cultural preference for deferred compensation in certain regions**
- C. A mandatory requirement to use the home country's compensation approach
- D. A universally fixed compensation structure across host and home countries

Answer: B

NEW QUESTION # 36

In developing a global "retirement benefits" plan, which of the following is a critical consideration for multinational companies?

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

Answer: D

NEW QUESTION # 37

In a global total rewards framework, why is the consideration of "work-life balance" important for multinational companies?

- A. **Work-life balance expectations vary significantly across cultures and can influence job satisfaction and productivity**
- B. Work-life programs are primarily for senior-level employees
- C. Work-life balance has no impact on employee retention
- D. Work-life balance programs are only valued in developed markets

Answer: A

NEW QUESTION # 38

Which factor is most critical in developing a cost-effective approach for funding health and welfare benefits in a multinational company?

- A. Ignoring local statutory requirements to reduce costs
- B. **Using local insurance providers to minimize costs in each country**
- C. Establishing a global health plan with identical benefits
- D. Minimizing employee participation in healthcare costs

Answer: B

NEW QUESTION # 39

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