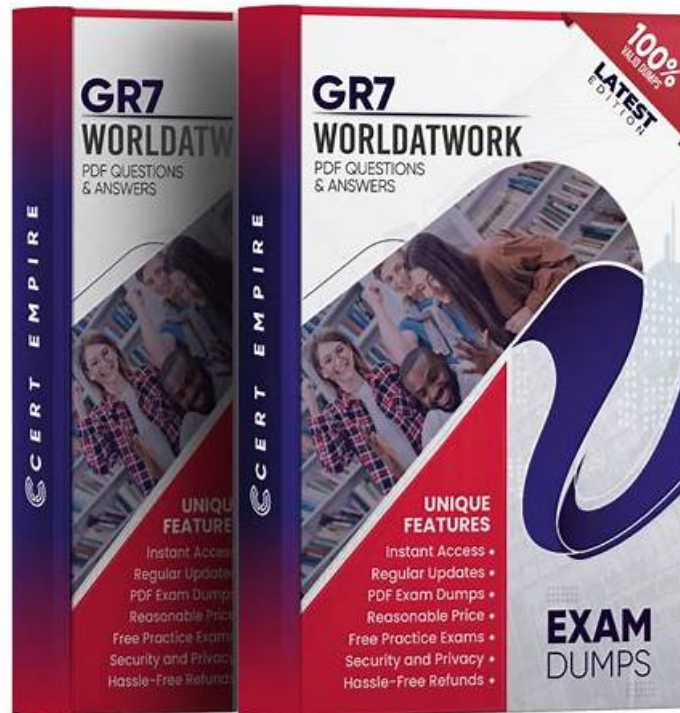


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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q104-Q109):

NEW QUESTION # 104

When using a "home-country approach" for expatriate compensation, which factor is the most challenging to manage effectively?

- A. Adjusting for home-country economic fluctuations
- **B. Cost-of-living adjustments in the host country**
- C. Host-country tax compliance
- D. Payroll administration in the home currency

Answer: B

NEW QUESTION # 105

What is one benefit of using a "balance sheet" approach in expatriate compensation?

- **A. Helps expatriates maintain their home-country standard of living by compensating for differences in living costs and taxes**
- B. Ensures that expatriates receive identical compensation to host-country nationals
- C. Offers standardized pay adjustments regardless of location
- D. Increases administrative burden due to lack of currency conversion

Answer: A

NEW QUESTION # 106

In a "cross-border acquisition," which of the following is essential for human resources to address in the integration plan?

- A. Focusing solely on home-country HR policies
- B. Limiting integration efforts to senior leadership
- C. Standardizing all benefits packages across regions
- **D. Aligning and harmonizing reward structures while respecting local practices and cultural differences**

Answer: D

NEW QUESTION # 107

A multinational organization is designing a new "total rewards strategy" to support its expansion in emerging markets. Which of the following is essential to balance global consistency with local relevance?

- A. Developing a single rewards structure applicable to all regions without variation
- B. Standardizing all rewards based on home-country norms to maintain uniformity
- **C. Establishing regional flexibility within a global framework to accommodate local customs, legal requirements, and cost-of-living adjustments**
- D. Limiting rewards to non-monetary benefits to reduce complexity

Answer: C

NEW QUESTION # 108

When adopting a "host-country approach" to expatriate compensation, what is one primary drawback of this method?

- **A. It may result in lower-than-expected income for expatriates from high-income countries**
- B. It simplifies payroll processing across international locations
- C. It often fails to account for exchange rate fluctuations
- D. It is less expensive than the home-country approach

Answer: A

NEW QUESTION # 109

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