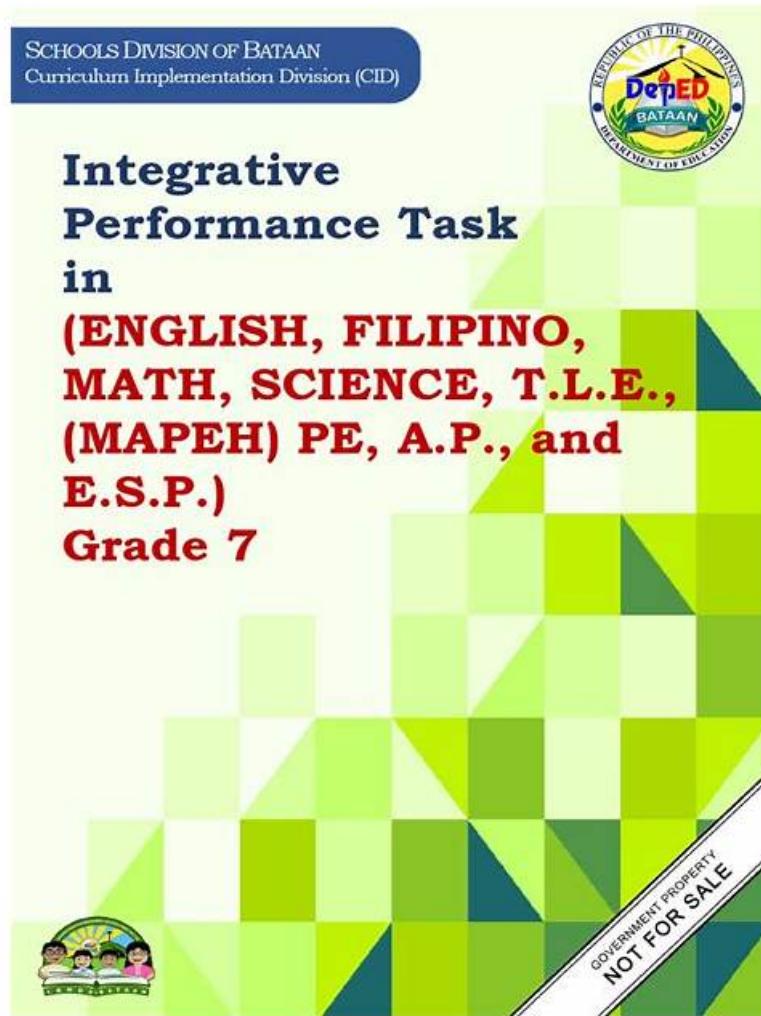


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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q121-Q126):

NEW QUESTION # 121

Which of the following describes a primary purpose of a "mobility premium" in expatriate compensation?

- A. Aligning expatriate pay strictly with home-country standards
- B. Offering a financial incentive for employees to accept and adapt to assignments in foreign or challenging locations
- C. Providing fixed compensation regardless of assignment location
- D. Reducing expatriate compensation to control costs

Answer: B

NEW QUESTION # 122

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. Adapting healthcare plans to comply with local regulations, systems, and expectations
- C. Ignoring local compliance to reduce costs
- D. Standardizing healthcare plans across all countries

Answer: B

NEW QUESTION # 123

Which strategy aims to retain employees by providing competitive pay, adapting to cultural preferences, and enhancing the organization's brand as an employer of choice?

- A. Standardized Remuneration Strategy
- B. Globalization Strategy
- C. Talent Attraction Strategy
- D. Localization Strategy

Answer: C

NEW QUESTION # 124

A company is reviewing its "executive compensation" practices globally. What is one significant factor they must consider?

- A. Aligning executive pay with both local market norms and global organizational objectives
- B. Ignoring regional tax implications for simplicity
- C. Providing identical compensation for all executives regardless of location
- D. Limiting executive compensation to fixed salaries

Answer: A

NEW QUESTION # 125

In the global business environment, which of the following is a primary influence on developing effective total rewards systems?

- A. Implementing standardized practices that ignore regional needs

- B. Offering only non-monetary rewards to simplify administration
- C. A singular focus on monetary rewards
- D. **Balancing the consistency of organizational objectives with regional regulatory, cultural, and market differences**

Answer: D

NEW QUESTION # 126

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