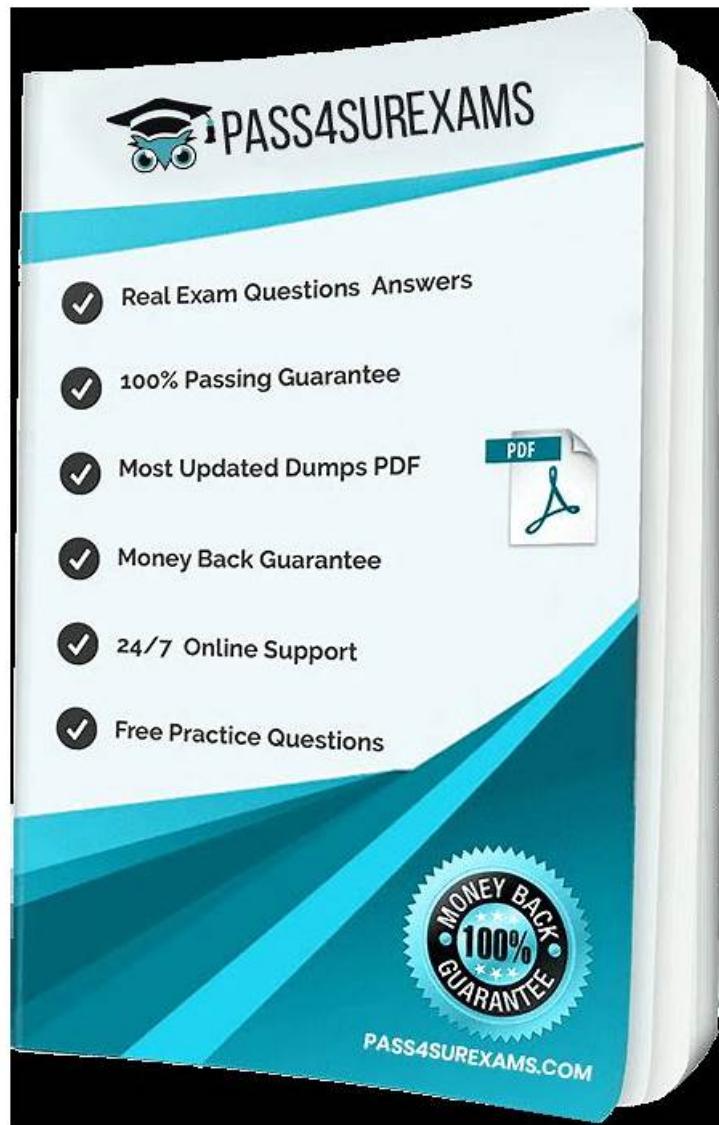


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WorldatWork GR7 Certification program explores the different approaches to global rewards, including the cultural, legal, and economic factors that impact compensation strategies. It also delves into the various types of global rewards, such as base pay, incentives, and benefits, and discusses how to design and implement these programs to attract, motivate and retain top talent.

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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q58-Q63):

NEW QUESTION # 58

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 # 59

Which of the following is a major consideration when implementing an equity-based compensation program in multiple countries?

- A. The valuation of the company's stock in international markets
- B. Setting uniform vesting periods across all regions
- **C. Local legal requirements and tax implications for stock options**
- D. Excluding employees from low-cost countries from participating

Answer: C

NEW QUESTION # 60

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

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

Answer: C

NEW QUESTION # 61

What is the primary purpose of including a "cost-of-labor" differential in a global remuneration structure?

- **A. To reflect differences in salary standards and compensation norms across countries**
- B. To align employee pay with regional economic performance
- C. To match expatriates' pay with host country employees
- D. To ensure expatriates can maintain the same purchasing power across locations

Answer: A

NEW QUESTION # 62

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

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

Answer: D

NEW QUESTION # 63

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