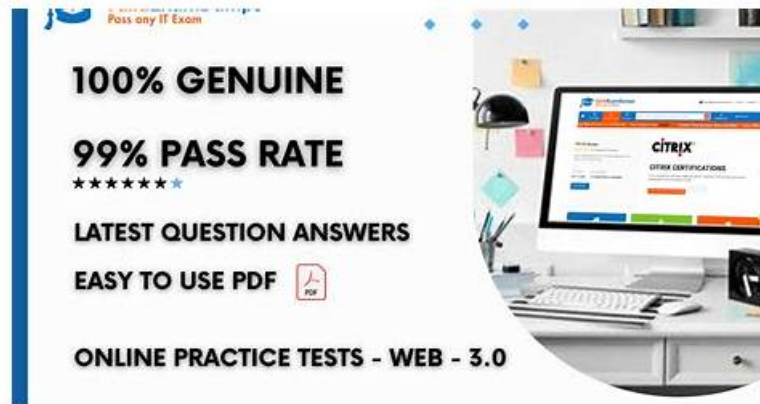


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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q130-Q135):

NEW QUESTION # 130

When selecting "benefits service providers" for a global organization, which of the following is essential?

- A. Standardizing benefits regardless of provider expertise
- **B. Selecting providers with regional expertise to address local compliance and employee needs**
- C. Using only home-country providers to simplify management
- D. Choosing providers based on cost alone

Answer: B

NEW QUESTION # 131

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

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

Answer: B

NEW QUESTION # 132

In a total rewards strategy, which of the following is a significant benefit of including "career development opportunities" as part of global rewards?

- A. It ensures employees only focus on their current job roles
- B. It reduces the need for monetary incentives
- C. It standardizes career progression paths globally
- **D. It provides long-term value for both employees and the organization by enhancing skills and loyalty**

Answer: D

NEW QUESTION # 133

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

- A. Avoiding cost-of-living adjustments in the host country
- B. Limiting expatriate pay to a standard global structure
- **C. Matching expatriate compensation to host-country market rates with additional benefits tailored to local conditions**
- D. Providing expatriates with benefits solely based on their home-country standards

Answer: C

NEW QUESTION # 134

A company's expatriate compensation policy includes a "hardship allowance." In which situation is this allowance typically applied?

- A. To support employees transitioning to home-country assignments
- B. To offset cost-of-living differences in high-income countries
- C. For employees in positions requiring high levels of responsibility
- **D. For employees assigned to regions with challenging living conditions and health risks**

Answer: D

NEW QUESTION # 135

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