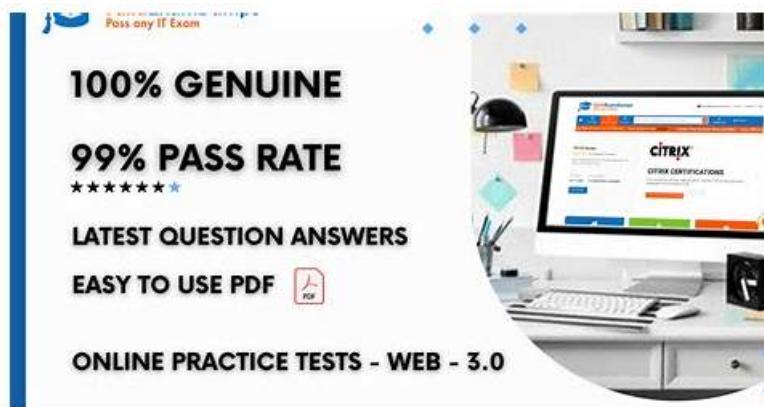


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## WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q130-Q135):

### 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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