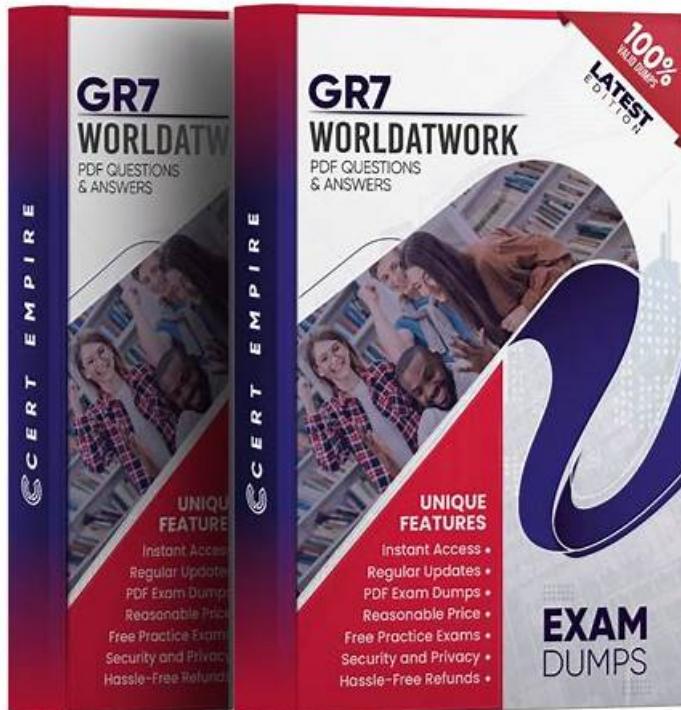


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## WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q97-Q102):

### NEW QUESTION # 97

A multinational organization offers "long-term incentives" to its employees across different countries. Which of the following is a key challenge with this approach?

- A. Aligning incentive payouts with annual performance reviews
- B. Tracking the performance of individual employees globally
- C. Ensuring all employees receive identical incentive structures
- D. **Managing tax compliance across multiple jurisdictions**

**Answer: D**

#### **NEW QUESTION # 98**

An organization that operates in multiple countries is planning to offer a "variable pay" program as part of its total rewards strategy. What is a significant challenge when designing such a program?

- A. **Adapting variable pay incentives to meet diverse cultural preferences and regulatory requirements**
- B. Limiting the program to non-monetary incentives
- C. Ensuring consistency in payout amounts across countries
- D. Ensuring variable pay only benefits top performers globally

**Answer: A**

#### **NEW QUESTION # 99**

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

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

**Answer: B**

#### **NEW QUESTION # 100**

In the context of "work-life balance" as part of total rewards, why might a global organization face challenges when implementing these programs internationally?

- A. Uniform work-life programs simplify operations but may not suit regional preferences
- B. Work-life programs are only valued in high-income countries
- C. Work-life programs require significant investment without cultural consideration
- D. **Work-life expectations and acceptance vary by culture, which may impact effectiveness and adoption rates**

**Answer: D**

#### **NEW QUESTION # 101**

Which of the following best describes a challenge of "cross-border mergers" in the context of total rewards?

- A. Limiting benefits integration to senior management
- B. Ensuring identical pay structures for all employees
- C. **Aligning different compensation and benefits practices to create a unified rewards strategy**
- D. Ignoring host-country regulations to maintain home-country standards

**Answer: C**

#### **NEW QUESTION # 102**

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