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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q104-Q109):

NEW QUESTION # 104

When designing a global incentive program, a company aims to motivate employees across various regions while accommodating cultural differences in reward preferences. What is an essential consideration in this process?

- A. Reducing incentives in low-cost regions to standardize the program
- **B. Adjusting incentives based on regional economic conditions and employee roles**
- C. Offering non-monetary rewards as a replacement for financial bonuses
- D. Applying the same incentive metrics across all regions to ensure consistency

Answer: B

NEW QUESTION # 105

An organization is trying to decide between "host-based" and "home-based" pay approaches for its international assignments. Which of the following is a significant benefit of a "home-based" approach?

- A. Avoids the need for complex tax adjustments across jurisdictions
- B. Allows the company to control costs by aligning pay with local market conditions
- C. Simplifies payroll administration by using a single currency
- **D. Provides a sense of stability for expatriates by maintaining their home-country standard of living**

Answer: D

NEW QUESTION # 106

A company using a "balance sheet approach" includes a "hardship premium" in the expatriate compensation package. Under what condition is this premium typically granted?

- **A. When the assignment involves significant health and safety risks**
- B. For any international assignment, regardless of location
- C. Only when the cost of living is substantially lower in the host country
- D. For employees who have been on assignment for over a year

Answer: A

NEW QUESTION # 107

Which of the following best describes the role of "Total Rewards" in a global organization?

- A. A focus solely on compensation and benefits without considering career development
- B. A fixed rewards system based on headquarters' compensation policies
- C. A standardized approach to pay and benefits across all regions
- **D. A comprehensive framework addressing monetary and non-monetary rewards tailored to diverse global workforce needs**

Answer: D

NEW QUESTION # 108

In the context of "total rewards," why is it important for multinational companies to understand local cultural values?

- A. Local cultural values simplify the administration of total rewards

- B. Cultural values only affect executive compensation
- **C. Local cultural values influence employee motivation and the perceived value of various reward types, which impacts attraction and retention**
- D. Cultural values have no impact on reward systems

Answer: C

NEW QUESTION # 109

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