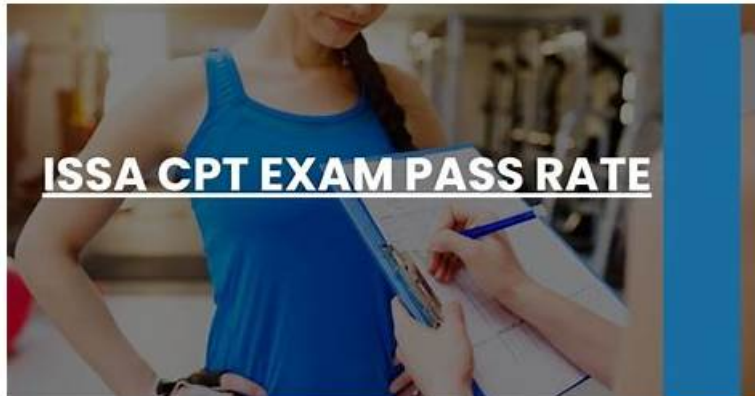


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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q69-Q74):

NEW QUESTION # 69

When establishing a "global base pay" policy, which of the following is essential to consider for effective implementation?

- A. Accounting for local market rates, cost of living, and job function requirements to attract and retain talent
- B. Limiting pay differences between home and host countries

- C. Ignoring market-based data in pay adjustments
- D. Ensuring base pay is identical across all regions

Answer: A

NEW QUESTION # 70

Why might a "dual pay" approach, where expatriates are paid in both home and host country currencies, be beneficial?

- A. It accommodates local expenses while protecting home-country savings, providing financial stability across currencies
- B. It reduces the administrative cost of compensation management
- C. It simplifies tax filings for the expatriate
- D. It ensures that expatriates receive a fixed base pay only

Answer: A

NEW QUESTION # 71

A company is sending employees on a short-term assignment to a country with a high income tax rate. Which of the following is the most effective approach for managing tax implications to avoid financial strain on the assignees?

- A. Reduce the employees' base salary to offset the higher tax rates
- B. Implement a tax equalization policy covering both home and host country taxes
- C. Only reimburse taxes for high-level executives
- D. Allow employees to manage taxes independently

Answer: B

NEW QUESTION # 72

An international company is revising its "variable pay" practices for its global workforce to align with both local market practices and organizational objectives. What is a potential complication when implementing variable pay structures across multiple countries?

- A. Avoiding market-based benchmarks for incentive calculations
- B. Ensuring each employee receives the same bonus percentage
- C. Providing variable pay only to executives to simplify administration
- D. Aligning incentive payouts with local legal requirements and tax implications

Answer: D

NEW QUESTION # 73

Which of the following is a key challenge when implementing a global "performance management" system as part of an international remuneration strategy?

- A. Maintaining a focus on individual rather than team performance
- B. Reducing the need for localized training programs
- C. Defining standardized performance metrics that apply across diverse roles and cultures
- D. Ensuring that only monetary incentives are used in all locations

Answer: C

NEW QUESTION # 74

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