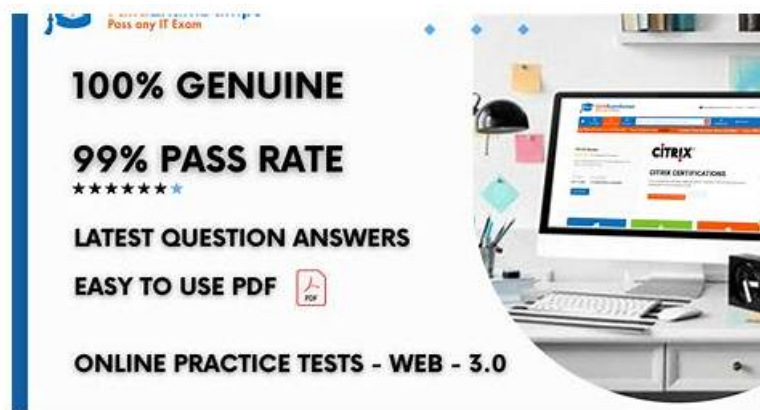


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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q41-Q46):

NEW QUESTION # 41

When calculating the remuneration for expatriates, a company decides to use a "net-to-net" approach. What is the main principle of this approach?

- A. Aligning compensation with exchange rate fluctuations
- B. Ensuring that expatriates take home a comparable net income as they would in their home country
- C. Basing salary adjustments solely on gross income comparisons
- D. Matching the net income of expatriates to host-country employee earnings

Answer: B

NEW QUESTION # 42

When implementing a "global base pay" policy, what is a key factor that multinational companies must balance to maintain

competitiveness?

- A. Ignoring host-country economic conditions for simplicity
- **B. Aligning base pay with both local market rates and organizational goals to attract top talent in each region**
- C. Limiting adjustments based on role-specific requirements
- D. Ensuring that all employees receive identical salaries regardless of location

Answer: B

NEW QUESTION # 43

A company is looking to create a flexible global remuneration policy that accommodates local preferences and tax regulations. Which approach would best achieve this goal?

- A. Global Standardization
- **B. Regionalization**
- C. Localization
- D. Simplified Payroll

Answer: B

NEW QUESTION # 44

When using a "home-country approach" for expatriate compensation, which factor is the most challenging to manage effectively?

- **A. Cost-of-living adjustments in the host country**
- B. Payroll administration in the home currency
- C. Adjusting for home-country economic fluctuations
- D. Host-country tax compliance

Answer: A

NEW QUESTION # 45

A multinational organization is revising its international benefits offerings to address the needs of its diverse workforce across various regions. The company wants to avoid one-size-fits-all solutions and instead wants to tailor benefits based on local preferences and statutory requirements. Which strategy would best support this objective while managing costs effectively?

- A. Expatriate-focused benefits that prioritize employees on international assignments
- **B. Regionalized benefits packages that reflect local norms and legal requirements**
- C. Standardized benefits across all regions to streamline administration
- D. Performance-based benefits tied to individual country GDP

Answer: B

NEW QUESTION # 46

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