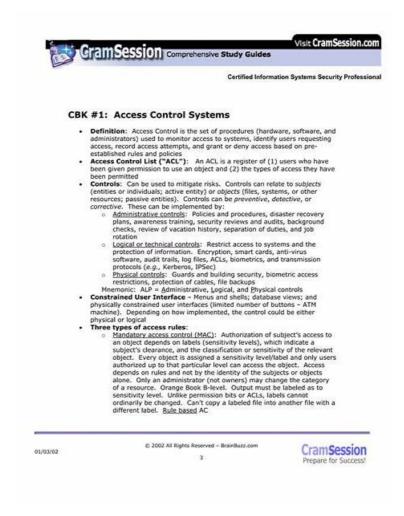
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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q62-Q67):

NEW QUESTION #62

A company is implementing a "retirement benefits plan" for its global workforce. Which of the following is a critical challenge in designing a globally effective retirement plan?

- A. Adapting retirement contributions to local tax-favorable structures while ensuring competitive contributions
- B. Only offering retirement benefits to employees in high-income countries
- C. Offering the same retirement benefits across all countries
- D. Providing a uniform retirement age across regions

Answer: A

NEW OUESTION #63

In a global retirement benefits strategy, which of the following would likely present the biggest challenge for a multinational company?

- A. Ensuring retirement benefits comply with home-country standards
- B. Offering retirement plans only in high-income countries
- C. Standardizing retirement contributions globally
- D. Balancing retirement plan funding across diverse legal environments

Answer: D

NEW QUESTION #64

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

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

Answer: D

NEW QUESTION #65

A multinational organization is designing a new "total rewards strategy" to support its expansion in emerging markets. Which of the following is essential to balance global consistency with local relevance?

- A. Limiting rewards to non-monetary benefits to reduce complexity
- B. Developing a single rewards structure applicable to all regions without variation
- C. Establishing regional flexibility within a global framework to accommodate local customs, legal requirements, and cost-ofliving adjustments
- D. Standardizing all rewards based on home-country norms to maintain uniformity

Answer: C

NEW QUESTION #66

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

Answer: D

NEW QUESTION #67

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