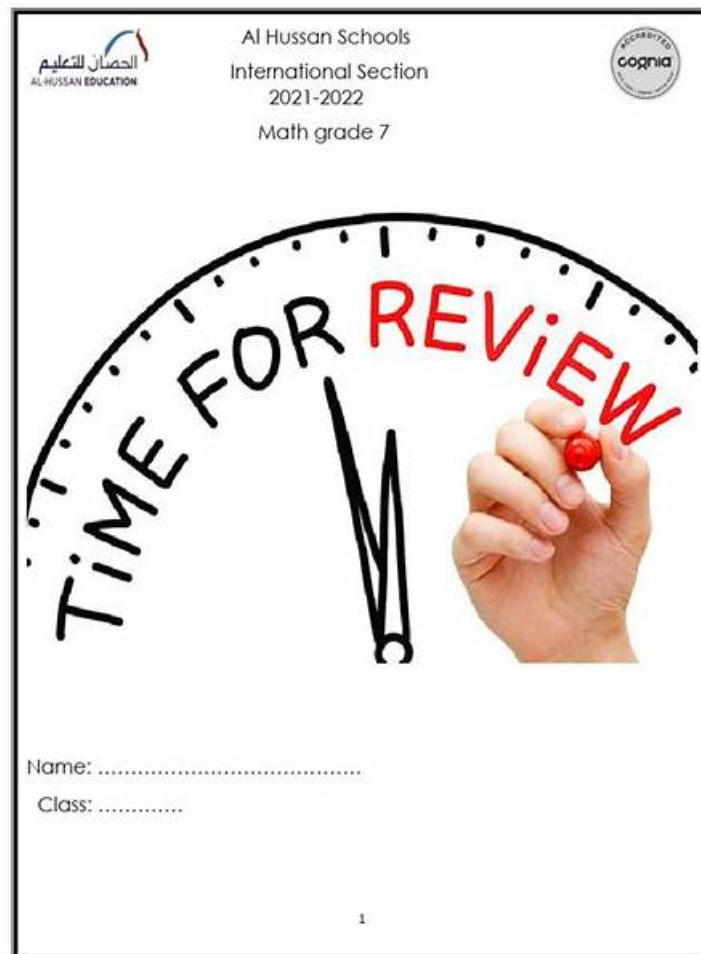


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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q125-Q130):

NEW QUESTION # 125

What is one benefit of using a "balance sheet" approach in expatriate compensation?

- A. Increases administrative burden due to lack of currency conversion
- B. Offers standardized pay adjustments regardless of location
- **C. Helps expatriates maintain their home-country standard of living by compensating for differences in living costs and taxes**
- D. Ensures that expatriates receive identical compensation to host-country nationals

Answer: C

NEW QUESTION # 126

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

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

Answer: A

NEW QUESTION # 127

When selecting "benefits service providers" for a global organization, which of the following is essential?

- A. Standardizing benefits regardless of provider expertise
- B. Using only home-country providers to simplify management
- C. Choosing providers based on cost alone
- **D. Selecting providers with regional expertise to address local compliance and employee needs**

Answer: D

NEW QUESTION # 128

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

Answer: B

NEW QUESTION # 129

Which of the following best describes a "localization" approach in expatriate compensation?

- A. Avoiding cost-of-living adjustments in the host country
- B. Limiting expatriate pay to a standard global structure
- C. Providing expatriates with benefits solely based on their home-country standards
- **D. Matching expatriate compensation to host-country market rates with additional benefits tailored to local conditions**

Answer: D

NEW QUESTION # 130

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