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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q18-Q23):

NEW QUESTION # 18

Which factor is most critical in developing a cost-effective approach for funding health and welfare benefits in a multinational company?

- A. Minimizing employee participation in healthcare costs
- B. Ignoring local statutory requirements to reduce costs
- C. Using local insurance providers to minimize costs in each country
- D. Establishing a global health plan with identical benefits

Answer: C

NEW QUESTION # 19

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

Answer: D

NEW QUESTION # 20

In a total rewards strategy, which of the following is a significant benefit of including "career development opportunities" as part of global rewards?

- A. It reduces the need for monetary incentives
- B. It standardizes career progression paths globally
- C. It provides long-term value for both employees and the organization by enhancing skills and loyalty
- D. It ensures employees only focus on their current job roles

Answer: C

NEW QUESTION # 21

Which of the following best describes the "destination services" often provided to expatriates as part of an international assignment package?

- A. Health insurance and retirement benefits
- B. Language training and cultural orientation
- C. Housing allowances and travel reimbursements
- D. Tax equalization and financial advisory services

Answer: B

NEW QUESTION # 22

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

Answer: A

NEW QUESTION # 23

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