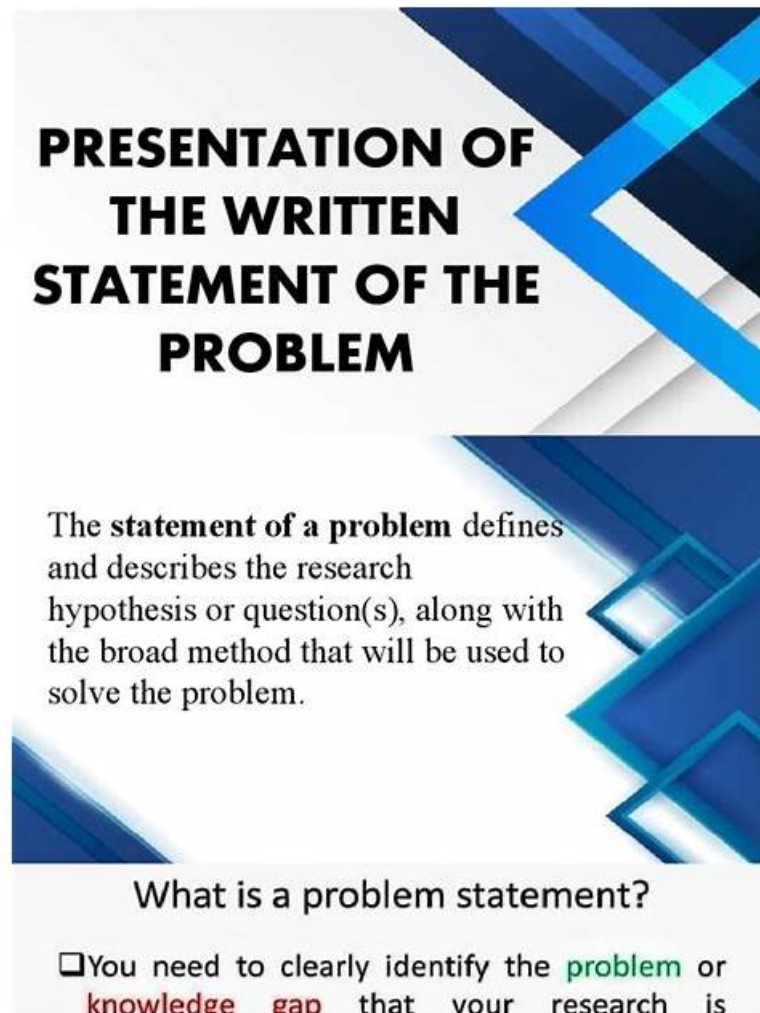


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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q28-Q33):

NEW QUESTION # 28

In managing international assignments, which of the following best defines a "localization" approach to expatriate compensation?

- A. Aligning expatriate pay with their home-country standards
- **B. Matching expatriate pay with that of host-country nationals while incorporating a few specific expatriate benefits**
- C. Offering a fixed relocation allowance without any local pay adjustments
- D. Providing no additional benefits beyond base salary

Answer: B

NEW QUESTION # 29

Which of the following accurately describes the role of "purchasing power parity" (PPP) in determining expatriate pay?

- A. Ignores home-country economic conditions
- B. Reduces expatriate compensation in high-cost regions
- **C. Ensures expatriates' ability to maintain a comparable standard of living by adjusting for cost-of-living differences**
- D. Standardizes expatriate compensation to host-country salaries

Answer: C

NEW QUESTION # 30

Which of the following describes a best practice when selecting benefits service providers in a global benefits strategy?

- A. Choosing providers based solely on cost rather than expertise
- B. Limiting partnerships to home-country providers
- **C. Partnering with providers who have expertise in local compliance and cost management**
- D. Using a single provider for all countries to simplify management

Answer: C

NEW QUESTION # 31

In a "cross-border acquisition," which of the following is essential for human resources to address in the integration plan?

- **A. Aligning and harmonizing reward structures while respecting local practices and cultural differences**
- B. Limiting integration efforts to senior leadership
- C. Standardizing all benefits packages across regions
- D. Focusing solely on home-country HR policies

Answer: A

NEW QUESTION # 32

When adopting a "host-country approach" to expatriate compensation, what is one primary drawback of this method?

- A. It simplifies payroll processing across international locations
- **B. It may result in lower-than-expected income for expatriates from high-income countries**
- C. It is less expensive than the home-country approach
- D. It often fails to account for exchange rate fluctuations

Answer: B

NEW QUESTION # 33

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