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WorldatWork International Remuneration - An Overview of Global Rewards

Sample Questions (Q38-Q43):

NEW QUESTION # 38

A company operating in multiple countries implements a "flexible benefits" system for its employees worldwide. What is a primary benefit of this approach?

- A. It allows employees to choose benefits that are most relevant to their personal needs and cultural preferences
- B. It reduces the administrative burden of managing local benefit providers
- C. It minimizes legal compliance issues in each country
- D. It standardizes benefits across all employees globally

Answer: A

NEW QUESTION # 39

In the context of global rewards, what is an advantage of including "nonstatutory benefits" as part of an organization's total rewards package?

- A. They are universally accepted across countries
- B. They decrease the overall cost of benefits
- C. They provide flexibility to offer regionally competitive benefits beyond statutory minimums, improving attraction and retention
- D. They are mandated by local laws and require minimal customization

Answer: C

NEW QUESTION # 40

In a "global performance management" system, which of the following is a key factor in evaluating performance across different regions?

- A. Adapting performance metrics to reflect local job roles, cultural expectations, and economic conditions
- B. Standardizing all performance metrics globally without flexibility
- C. Limiting performance evaluations to financial outcomes only
- D. Ignoring regional differences in employee performance standards

Answer: A

NEW QUESTION # 41

A company with a diverse global workforce seeks to develop a "total rewards" strategy that includes health and welfare benefits. Which of the following would be a key challenge in such a strategy?

- A. Ensuring identical benefit offerings in all locations
- B. Limiting benefits only to executive-level employees
- C. Managing regulatory variations, cost structures, and employee expectations across regions
- D. Reducing benefits for expatriates to minimize costs

Answer: C

NEW QUESTION # 42

A global corporation is considering implementing a "local-plus" compensation approach for employees relocating to high-cost regions. What is one of the main features of this approach?

- A. The company covers all costs related to relocation and housing
- B. Salaries are set based on the home country with minor location-based modifications
- C. Employees receive only host-country benefits without additional allowances
- D. Employees receive a local salary with additional cost-of-living adjustments

Answer: D

NEW QUESTION # 43

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