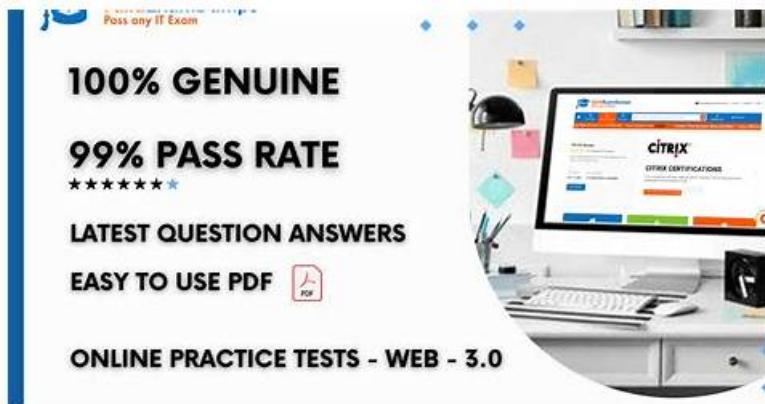


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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q93-Q98):

NEW QUESTION # 93

Which factor is essential for HR to address when supporting cross-border mergers and acquisitions?

- A. Ignoring host-country laws to maintain home-country practices
- B. Maintaining only headquarters' policies for consistent management
- C. Ensuring cultural integration to align employee engagement and reduce conflicts
- D. Focusing exclusively on expatriate compensation packages

Answer: C

NEW QUESTION # 94

Which of the following describes a key feature of a "dual pay" approach for expatriates?

- A. Salary based on host country rates without additional allowances
- B. A fixed salary in the home country with no adjustments
- C. A salary paid in both home and host country currencies to accommodate expenses
- D. Compensation based entirely on the home country with a cost-of-living adjustment

Answer: C

NEW QUESTION # 95

In a global compensation structure, which of the following describes the challenge of "purchasing power parity" (PPP) in relation to expatriate pay?

- A. Ensuring that expatriates can purchase a similar standard of goods and services as in their home country
- B. Determining bonuses based on economic performance in the host country
- C. Adjusting pay based on host country exchange rates to ensure comparable salaries
- D. Calculating payroll in local currency while maintaining compliance with home country laws

Answer: A

NEW QUESTION # 96

When creating an international assignment policy, the company includes "hardship allowances" for employees working in high-risk or less developed areas. Which of the following best explains the purpose of this allowance?

- A. To reward high-performing employees during their assignment
- B. To match the local salary levels in the host country
- C. To compensate for the physical and psychological challenges of working in a less desirable location
- D. To increase the base salary to offset currency fluctuations

Answer: C

NEW QUESTION # 97

A global company is reviewing its "variable pay program" for non-executive employees. Which of the following is a primary challenge in implementing this program?

- A. Ensuring variable pay aligns with local market expectations, regulatory requirements, and cultural values
- B. Limiting variable pay only to executive employees
- C. Standardizing payouts for all employees
- D. Reducing the influence of cultural differences on payouts

Answer: A

NEW QUESTION # 98

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