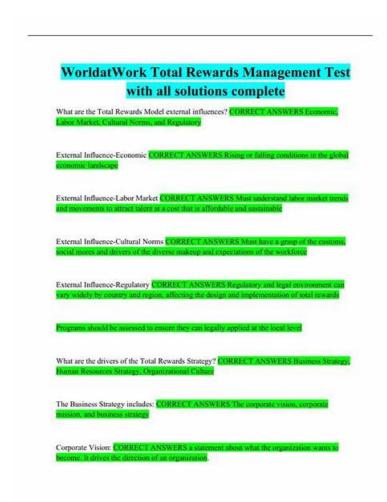
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WorldatWork International Remuneration - An Overview of Global Rewards Sample Questions (Q57-Q62):

NEW QUESTION #57

Which of the following is a major consideration when implementing an equity-based compensation program in multiple countries?

- A. Local legal requirements and tax implications for stock options
- B. The valuation of the company's stock in international markets
- C. Excluding employees from low-cost countries from participating
- D. Setting uniform vesting periods across all regions

Answer: A

NEW QUESTION #58

Which of the following describes a "balance sheet" approach in expatriate compensation?

- A. It aligns expatriate pay with that of local nationals in the host country
- B. It offers incentives for long-term international assignments
- C. It provides a fixed amount regardless of cost of living differences
- D. It ensures that employees can maintain a similar standard of living abroad

Answer: D

NEW QUESTION #59

When an organization adopts a "headquarters-based" approach to global compensation, what is one major disadvantage it might encounter?

- A. Difficulty in creating standardized pay levels
- B. Increased administrative burden due to varying exchange rates
- C. Reduced ability to attract talent in local markets due to lack of alignment with local standards
- D. Limited access to expatriate talent due to high costs

Answer: C

NEW QUESTION # 60

When developing a "retirement benefits plan" for employees in different countries, which of the following is a significant factor to consider?

- A. Offering a single retirement plan regardless of regional laws
- B. Complying with both local retirement regulations and tax-favorable structures to maximize retirement benefits
- C. Ensuring all employees retire at the same age
- D. Standardizing retirement contributions across all locations

NEW QUESTION #61

Why might a "dual pay" approach, where expatriates are paid in both home and host country currencies, be beneficial?

- A. It accommodates local expenses while protecting home-country savings, providing financial stability across currencies
- B. It simplifies tax filings for the expatriate
- C. It ensures that expatriates receive a fixed base pay only
- D. It reduces the administrative cost of compensation management

Answer: A

NEW QUESTION #	62
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