



International 2: Managing International Employee Benefits

Mock Examination

Recommended Time: 3 hours

1. You are employed by a large multinational company, which operates across the world in a highly competitive sector. Explain the factors that should be considered in developing an international employee benefits policy for the company.

(20 marks)

2. As an international benefit consultant prepare a summary report for a client that is considering expanding its business into Russia, that covers:
 - An overview of the broad economic and employment climate
 - Typical pension and risk benefit provision.

(20 marks)

3. You are the benefits manager for 123 Company that has just acquired a business with a defined benefit (DB) plan. Draft a briefing note for the Finance Manager of 123 Company that outlines some of the recent developments that may help to manage and reduce the associated risks.

(20 marks)

4. Write notes on the impact of multinational business on corporate governance and employee benefits.

(10 marks)

5. Write notes on the management of employee benefits via a global benefits committee.

(10 marks)

6. Write notes on the provision of medical benefits in China.

(10 marks)

7. Write notes on the impact of a sale or merger transaction on employee benefits.

(10 marks)