



# GPHR<sup>Q&As</sup>

Global Professional in Human Resource

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#### QUESTION 1

Which of the following represents a PRIMARY reason why employees leave an organization ?

- A. Lack of challenging work
- B. Manager does not share relevant information with employees
- C. Manager is not approachable and open to new ideas
- D. Uncertainty of future

Correct Answer: D

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#### QUESTION 2

Which of the following is a shared characteristic of all four levels of learning, as identified by Kirkpatrick?

- A. Questioning
- B. Reaction
- C. Results
- D. Behavior

Correct Answer: A

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#### QUESTION 3

According to the McKinsey 7-S framework, which of the following is identified as a hard S?

- A. Staff
- B. Systems
- C. Shared values
- D. Skills

Correct Answer: B

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#### QUESTION 4

Which of the following is the most important step when outsourcing the set up of a new HRIS (human resource information system)?



- A. Select the best HRIS system with extensive capabilities
- B. Prepare a detailed request for proposal (RFP) defining desired specifications
- C. Analyze the organization's needs for building a HRIS system
- D. Develop a complaint procedure for all work disputes

Correct Answer: C

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#### QUESTION 5

Which of the following financial statements would you use in order to calculate gross profit margin?

- A. Balance sheet
- B. Assets
- C. Statement of cash flows
- D. Income statement

Correct Answer: D

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