



# GR1<sup>Q&As</sup>

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#### QUESTION 1

Which of the following is a true statement regarding the talent development needs of employees?

- A. If employees believe their skills will fall behind their professional peers, they will be afraid to look for another job.
- B. Obtaining and developing skills provides leverage for the employee to seek more compensation.
- C. Opportunities for career advancement are important to employees in their decisions to either join or leave an organization.

Correct Answer: C

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#### QUESTION 2

Although there may be evidence for the need to implement a work-life program, upper management will not buy in unless which of the following is presented?

- A. An employee survey with results showing interest
- B. The outcomes of several employee and management focus groups
- C. A compelling business case
- D. Line management support

Correct Answer: C

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#### QUESTION 3

Which of the following statements is most accurate regarding pay grades/bands?

- A. They include incentives that are paid out at certain times of the year
- B. They identify the actual compensation paid to each employee
- C. They may overlap with minimums and maximums falling within adjoining grades
- D. They represent the difference between the midpoint and the maximum of a given salary grade

Correct Answer: C

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#### QUESTION 4

Health care systems in different world regions are influenced by the beliefs, values, culture and perceptions regarding the role of whom in providing health care to its citizens?

- A. The role of physicians



- B. The role of company executives
- C. The role of shareholders
- D. The role of government

Correct Answer: D

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#### QUESTION 5

What best defines the organization's purpose or reason for existence?

- A. The corporate mission
- B. The business strategy
- C. The compensation strategy
- D. The corporate vision

Correct Answer: A

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