

HR Exam Question and Answer Paper For Competitive Exam

February 3, 2012

0

HR Objective Type Question with Answers. Prepare Yourself with **HR Objective Type** question paper for various exam like **PSU Exam, Banking Exam** etc. Check your knowledge and preparation for various competitive exam like **SAIL, NTPC, IBPS Specialist Officers, Indian Oil, HPCL** etc.

Q1: Which one of the following is not a valid Wage Theory?

- A. The Just Wage Theory
- B. Subsistence Theory
- C. Standard of Living Theory
- D. Best Wage Theory

Correct Answer: D

Q2: Which one of the following would qualify to be a strategic HRM activity?

- A. Administer Wage & Salary Programmes
- B. Prepare Staffing Plans
- C. Determine the level & type of Performance that is crucial for firm's growth
- D. Use specific job skill training

Correct Answer: C

Identify which one is an added specific goal of human resource management

- a) Retraining
- b) Learning
- c) Unlearning
- d) Separating

Identify the top most goal of human resource management

- a) Legal compliance
- b) Competitive edge
- c) Work force adaptability
- d) Productivity

To achieve goals organizations require employees

- a) Control
- b) Direction
- c) Commitment
- d) Cooperation

Human resource management helps improve

Human Resources Prove It Test Answers

Daniel F McAuley



Human Resources Prove It Test Answers:

The Top Books of the Year Human Resources Prove It Test Answers The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous compelling novels captivating the hearts of readers worldwide. Lets delve into the realm of bestselling books, exploring the fascinating narratives that have charmed audiences this year. The Must-Read : Colleen Hoover's "It Ends with Us" This heartfelt tale of love, loss, and resilience has gripped readers with its raw and emotional exploration of domestic abuse. Hoover masterfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can triumph. Uncover the Best : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This spellbinding historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids absorbing storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Discover the Magic : Delia Owens "Where the Crawdads Sing" This captivating coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens weaves a tale of resilience, survival, and the transformative power of nature, entrancing readers with its evocative prose and mesmerizing setting. These popular novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of captivating stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a masterful and gripping novel that will keep you wondering until the very end. The novel is a cautionary tale about the dangers of obsession and the power of evil.

https://staging.conocer.cide.edu/book/scholarship/Documents/longman_vocabulary_2_answer_key.pdf

Table of Contents Human Resources Prove It Test Answers

1. Understanding the eBook Human Resources Prove It Test Answers
 - The Rise of Digital Reading Human Resources Prove It Test Answers
 - Advantages of eBooks Over Traditional Books
2. Identifying Human Resources Prove It Test Answers
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Human Resources Prove It Test Answers
 - User-Friendly Interface
4. Exploring eBook Recommendations from Human Resources Prove It Test Answers
 - Personalized Recommendations
 - Human Resources Prove It Test Answers User Reviews and Ratings
 - Human Resources Prove It Test Answers and Bestseller Lists
5. Accessing Human Resources Prove It Test Answers Free and Paid eBooks
 - Human Resources Prove It Test Answers Public Domain eBooks
 - Human Resources Prove It Test Answers eBook Subscription Services
 - Human Resources Prove It Test Answers Budget-Friendly Options
6. Navigating Human Resources Prove It Test Answers eBook Formats
 - ePub, PDF, MOBI, and More
 - Human Resources Prove It Test Answers Compatibility with Devices
 - Human Resources Prove It Test Answers Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Human Resources Prove It Test Answers
 - Highlighting and Note-Taking Human Resources Prove It Test Answers
 - Interactive Elements Human Resources Prove It Test Answers
8. Staying Engaged with Human Resources Prove It Test Answers

- Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Human Resources Prove It Test Answers
9. Balancing eBooks and Physical Books Human Resources Prove It Test Answers
- Benefits of a Digital Library
 - Creating a Diverse Reading Collection Human Resources Prove It Test Answers
10. Overcoming Reading Challenges
- Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Human Resources Prove It Test Answers
- Setting Reading Goals Human Resources Prove It Test Answers
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Human Resources Prove It Test Answers
- Fact-Checking eBook Content of Human Resources Prove It Test Answers
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
- Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
- Integration of Multimedia Elements
 - Interactive and Gamified eBooks

Human Resources Prove It Test Answers Introduction

Human Resources Prove It Test Answers Offers over 60,000 free eBooks, including many classics that are in the public domain. Open Library: Provides access to over 1 million free eBooks, including classic literature and contemporary works. Human Resources Prove It Test Answers Offers a vast collection of books, some of which are available for free as PDF downloads, particularly older books in the public domain. Human Resources Prove It Test Answers : This website hosts a vast collection of scientific articles, books, and textbooks. While it operates in a legal gray area due to copyright issues, its a popular resource for finding various publications. Internet Archive for Human Resources Prove It Test Answers : Has an

extensive collection of digital content, including books, articles, videos, and more. It has a massive library of free downloadable books. Free-eBooks Human Resources Prove It Test Answers Offers a diverse range of free eBooks across various genres. Human Resources Prove It Test Answers Focuses mainly on educational books, textbooks, and business books. It offers free PDF downloads for educational purposes. Human Resources Prove It Test Answers Provides a large selection of free eBooks in different genres, which are available for download in various formats, including PDF. Finding specific Human Resources Prove It Test Answers, especially related to Human Resources Prove It Test Answers, might be challenging as they're often artistic creations rather than practical blueprints. However, you can explore the following steps to search for or create your own Online Searches: Look for websites, forums, or blogs dedicated to Human Resources Prove It Test Answers, Sometimes enthusiasts share their designs or concepts in PDF format. Books and Magazines Some Human Resources Prove It Test Answers books or magazines might include. Look for these in online stores or libraries. Remember that while Human Resources Prove It Test Answers, sharing copyrighted material without permission is not legal. Always ensure you're either creating your own or obtaining them from legitimate sources that allow sharing and downloading. Library Check if your local library offers eBook lending services. Many libraries have digital catalogs where you can borrow Human Resources Prove It Test Answers eBooks for free, including popular titles. Online Retailers: Websites like Amazon, Google Books, or Apple Books often sell eBooks. Sometimes, authors or publishers offer promotions or free periods for certain books. Authors Website Occasionally, authors provide excerpts or short stories for free on their websites. While this might not be the Human Resources Prove It Test Answers full book, it can give you a taste of the author's writing style. Subscription Services Platforms like Kindle Unlimited or Scribd offer subscription-based access to a wide range of Human Resources Prove It Test Answers eBooks, including some popular titles.

FAQs About Human Resources Prove It Test Answers Books

How do I know which eBook platform is the best for me? Finding the best eBook platform depends on your reading preferences and device compatibility. Research different platforms, read user reviews, and explore their features before making a choice. Are free eBooks of good quality? Yes, many reputable platforms offer high-quality free eBooks, including classics and public domain works. However, make sure to verify the source to ensure the eBook credibility. Can I read eBooks without an eReader? Absolutely! Most eBook platforms offer web-based readers or mobile apps that allow you to read eBooks on your computer, tablet, or smartphone. How do I avoid digital eye strain while reading eBooks? To prevent digital eye strain, take regular breaks, adjust the font size and background color, and ensure proper lighting while reading eBooks. What the advantage of interactive eBooks? Interactive eBooks incorporate multimedia elements, quizzes, and activities,

enhancing the reader engagement and providing a more immersive learning experience. Human Resources Prove It Test Answers is one of the best book in our library for free trial. We provide copy of Human Resources Prove It Test Answers in digital format, so the resources that you find are reliable. There are also many Ebooks of related with Human Resources Prove It Test Answers. Where to download Human Resources Prove It Test Answers online for free? Are you looking for Human Resources Prove It Test Answers PDF? This is definitely going to save you time and cash in something you should think about.

Find Human Resources Prove It Test Answers :

longman vocabulary 2 answer key

love uncovered forbidden fruit erotic romance stories

~~love overrated 2~~

longman writer 7e

love came laughing by

love on top book bundle sizzling reads english edition

~~lordre juridique international entre tradition et innovation~~

love immortal a vire romance novel english edition

~~love me later second chances book english edition~~

losi matt francis manual

lover revealed black dagger brotherhood book

lost in dreams futa archaeology book english edition

lorry vehicle check sheet template

los rituales del caos los libros del consumidor

love under siege brothers in arms book two

Human Resources Prove It Test Answers :

the open organization igniting passion and performance - Sep 20 2023

web harvard business press 2015 business economics 227 pages this is a story of reinvention jim whitehurst celebrated president and ceo of one of the world s most

the open organization igniting passion and perfor - Apr 03 2022

web this the open organization igniting passion and perform as one of the most committed sellers here will no question be in the midst of the best options to review open strategy

the open organization igniting passion and perform pdf - Mar 02 2022

web jul 14 2023 the open organization igniting passion and perform 1 1 downloaded from uniport edu ng on july 14 2023 by guest the open organization igniting passion and

the open organization igniting passion and performance - May 16 2023

web dec 1 2015 in this edited excerpt from his book the open organization igniting passion and performance red hat ceo jim whitehurst discusses that by having

the open organization book o reilly media - Dec 11 2022

web the open organization by jim whitehurst gary hamel released may 2015 publisher s harvard business review press isbn 9781625275288 read it now on the o reilly

the open organization igniting passion and performance by jim - Jul 06 2022

web the open organization igniting passion and performance by jim whitehurst communities of employees partners and customers can ignite the kind of passion and

the open organization igniting passion and perform - Oct 09 2022

web today s leaders know that speed and agility are the keys to any company s success and yet many are frustrated that their organizations can t move fast enough to

pdf the open organization by jim whitehurst ebook perlego - Mar 14 2023

web ebook pdf the open organization igniting passion and performance jim whitehurst book details table of contents citations about this book today s leaders know

the open organization igniting passion and perform - May 04 2022

web open organization igniting passion and perform that you are looking for it will no question squander the time however below later you visit this web page it will be therefore

the open organization igniting passion and perform pdf - Feb 01 2022

web jun 2 2023 the open organization igniting passion and perform 1 1 downloaded from uniport edu ng on june 2 2023 by guest the open organization igniting passion and

theopenorganizationignitingpassionandperform copy - Nov 10 2022

web the open organization criticism performance and the passions in the eighteenth century engaging the hearts and minds of all your employees how to ignite

the open organization igniting passion and perform download - Sep 08 2022

web the open organization igniting passion and perfor ticket to the limit apr 28 2021 the story of the founder and ceo of ticketcity who talks about the importance of work life

ebook free pdf the open organization igniting passion and - Dec 31 2021

web how to download or read online the open organization igniting passion and performance book easy you simply click the open organization igniting passion

the open organization igniting passion and performance - Jul 18 2023

web may 12 2015 what kind of organization matches the speed and complexity that businesses must master and how do you build that organization jim whitehurst ceo

the open organization igniting passion and performance hbr - Jun 17 2023

web jim whitehurst ceo of red hat one of the world s most revolutionary companies shows how open principles of management based on transparency participation and

open organization igniting passion and performance - Apr 15 2023

web buy open organization igniting passion and performance illustrated by whitehurst jim isbn 9781625275271 from amazon s book store everyday low prices and free

the open organization igniting passion and perfor pdf - Jun 05 2022

web may 2 2023 the open organization igniting passion and perfor 1 11 downloaded from uniport edu ng on may 2 2023 by guest the open organization igniting passion and

the open organization igniting passion and performance - Feb 13 2023

web jim whitehurst the open organization igniting passion and performance kindle edition by jim whitehurst author gary hamel foreword contributor format kindle

the open organization igniting passion and perfor copy - Oct 29 2021

web the open organization igniting passion and perfor 2 17 downloaded from uniport edu ng on may 28 2023 by guest principles of transparency participation and collaboration

the open organization igniting passion and performance - Aug 19 2023

web may 12 2015 jim whitehurst ceo of red hat one of the world s most revolutionary companies shows how open principles of management based on transparency

the open organization igniting passion and perfor copy - Aug 07 2022

web 4 the open organization igniting passion and perfor 2020 04 15 the change monster simon and schuster when it comes to getting ahead in business the gallup

the open organization igniting passion and purpose - Jan 12 2023

web sep 17 2015 this is a short summary of the review of jim whitehurst book the open organization igniting passion and purpose written by wendy m grossman red hat

[loading interface goodreads](#) - Nov 29 2021

web discover and share books you love on goodreads

e procurement grundlagen standards und situation am markt - Aug 03 2022

web buy e procurement grundlagen standards und situation am markt it professional 2007 by stoll patrick p isbn 9783834802699 from amazon s book store everyday low prices and free delivery on eligible orders

e procurement grundlagen standards und situation am markt - May 12 2023

web e procurement grundlagen standards und situation am markt it professional german edition stoll patrick p amazon com tr kitap

e procurement grundlagen standards und situation pdf - Feb 26 2022

web grundlagen standards und situation handbuch controlling der kommunikation einkaufsmanagement e business ebusiness ecommerce vertriebsleiterhandbuch mit direktvertrieb und spezialabsatz wettbewerbsvorteile erzielen e business web analytics web controlling der einsatz von e procurement in mittelgroßen unternehmen e

die grundlagen des e procurement springerlink - Oct 05 2022

web apr 17 2019 das e procurement steht allgemein als begriff für den elektronischen einkauf von produkten bzw dienstleistungen durch ein unternehmen über digitale netzwerke damit erfolgt eine integration innovativer informations und kommunikationstechnologien zur unterstützung bzw

e procurement grundlagen standards und situation am markt - Jun 13 2023

web e procurement grundlagen standards und situation am markt author patrick p stoll summary in vielen unternehmen wird die beschaffung immer noch als operatives geschäft ohne relevanz für den unternehmenserfolg betrachtet

[e procurement grundlagen standards und situation 2023](#) - Sep 04 2022

web systematischen Überblick über alle prozessphasen des e marketing managements grundlagen des e business online marktforschung analyse und prognose im e marketing e marketingplanung implementierung des e marketing kontrolle im e marketing die autoren dr ariane bagusat

[e procurement grundlagen standards und situation am markt](#) - Nov 06 2022

web e procurement grundlagen standards und situation am markt it professional ebook stoll patrick p amazon de kindle shop

e procurement pdf ebook kaufen ebooks einkauf beschaffung - Jan 28 2022

web dieses buch kann als leitfaden für entscheidener projektmitarbeiter und studierende dienen die sich praxisorientiert mit der thematik des e procurement vertraut machen wollen und für ein entsprechendes projekt unterstützung suchen

e procurement grundlagen standards und situation am markt - Jul 14 2023

web e procurement grundlagen standards und situation am markt it professional german edition stoll patrick p isbn 9783834802699 kostenloser versand für alle bücher mit versand und verkauf duch amazon

cms expert guide to public procurement regulation in turkey - Apr 30 2022

web the filing fee for an objection depends on the estimated costs of the procurements try 7 682 for procurements with estimated costs of up to try 1 281 438 try 15 373 for procurements with estimated costs between try 1 281 438 and try 5 125 768

elektronische beschaffung springerlink - Mar 30 2022

web jan 1 2013 um die zeitlichen prozessualen und kostenvorteile des e procurement gegenüber einem klassischen beschaffungsprozess herauszuarbeiten werden zunächst grundlegende charakteristika des e procurement und seiner facetten vermittelt

handbuch e procurement grundlagen standards und situation - Feb 09 2023

web mar 15 2007 die beschaffungsprozesse laufen kompliziert zeitaufwendig und ohne strategischen fokus ab um diesen misständen abzuhelpen sind elektronische werkzeuge zur unterstützung und automatisierung

e procurement stoll patrick p dussmann das kulturkaufhaus - Jul 02 2022

web e procurement grundlagen standards und situation am markt stoll patrick p isbn 9783834802699

e procurement grundlagen standards und situation am markt - Mar 10 2023

web nov 23 2007 das thema e procurement ist mit dem ende des internet hypes zusammen mit den übrigen konzepten des e business in heftige kritik geraten jedoch ist das scheitern von e procurement projekten

e procurement grundlagen standards und situation am markt - Dec 07 2022

web mar 15 2007 e procurement grundlagen standards und situation am markt it professional german edition stoll patrick p on amazon com free shipping on qualifying offers e procurement grundlagen standards und situation am markt it professional german edition

e procurement 9783834802699 9783834891815 vitalsource - Apr 11 2023

web e procurement grundlagen standards und situation am markt is written by patrick p stoll and published by vieweg teubner verlag the digital and etextbook isbns for e procurement are 9783834891815 3834891819 and

e procurement grundlagen standards und situation am markt - Aug 15 2023

web das thema e procurement ist mit dem ende des internet hypes zusammen mit den übrigen konzepten des e business in heftige kritik geraten jedoch ist das scheitern von e procurement projekten in unternehmen keinesfalls auf das konzept des e procurement selbst zurückzuführen

[eprocurementgrundlagenstandardsundsituation pdf](#) - Jun 01 2022

web solcher werkzeuge wird als e procurement bezeichnet das thema e procurement ist mit dem ende des internet hypes zusammen mit den übrigen konzepten des e business in heftige kritik geraten jedoch ist das scheitern von e procurement projekten in unternehmen keinesfalls auf das konzept des e procurement selbst zurückzuführen

[e procurement grundlagen standards und situation 2022](#) - Dec 27 2021

web e procurement grundlagen standards und situation introducing electronic supply chain collaboration in china

praxisguide strategischer einkauf handbook of research in enterprise systems web analytics web controlling der einsatz von e procurement in mittelgroßen unternehmen joint public procurement and innovation

e procurement grundlagen standards und situation am markt - Jan 08 2023

web e procurement grundlagen standards und situation am markt it professional von stoll patrick p bei abebooks de isbn 10 3834802697 isbn 13 9783834802699 springer 2007 softcover

unicef 2018 sample paper previous year question papers solved - Apr 11 2023

web feb 15 2018 and most information like as unicef age limit unicef educational qualification unicef application fee unicef last years solved papers download pdf unicef 2018 recruitment exam is being conducted by united nations children s fund unicef every year the recruitment process of unicef includes the written test

sample of written test unicef education officer 2023 - Jun 13 2023

web sample of written test unicef education officer sample of written test unicef emergency officer how to pass written tests in the un job and unicef interview questions glassdoor sample unicef written test joomlaxe com test format un careers how to succeed with written assessments united nations un

sample of written test unicef education officer - Jun 01 2022

web sample of written test unicef education officer is available in our book collection an online access to it is set as public so you can download it instantly our digital library saves in multiple locations allowing you to get the most less latency time to download any of our books like this one

sample of written test unicef education officer - Sep 04 2022

web april 17th 2018 ebook sample of written test unicef in pdf format from the education assessment officer interview unicef officer written test pdfselection process handbook of sample interview questions and tests

unicef education officer interview questions glassdoor - Sep 16 2023

web jul 12 2023 step 1 written test step 2 skype interview step 3 certificates checked in person step 4 offer step 1 was in jan offer received in may the interview was technical panel of 3 people 2 people from the technical field 1 person from hr

sample of written test unicef education officer copy - Jul 14 2023

web sample of written test unicef education officer literacy and language in east asia jun 29 2020 this book critically explores why some asian nations are on top of the world in students achievement tests in reading and literacy yet governments and industry in these nations are anxious about a crisis in education

how to pass written tests in the un undp and other un facebook - Mar 10 2023

web how to pass written tests in the un undp and other un agencies easy just see samples of un written tests uncareer net written tests un

sample of written test unicef education officer - Jul 02 2022

web this info get the sample of written test unicef education officer colleague that we present here and check out the link you could purchase lead sample of written test unicef education officer or get it as soon as feasible you could speedily download this sample of written test unicef education officer after getting deal so in the same

sample of written test unicef education officer - Aug 03 2022

web sample of written test unicef education officer is available in our book collection an online access to it is set as public so you can get it instantly our digital library saves in multiple countries allowing you to get the most less latency time to download any of our books like this one

sample of written test unicef education officer pdf uniport edu - Oct 05 2022

web sep 6 2023 sample of written test unicef education officer 1 7 downloaded from uniport edu ng on september 6 2023 by guest sample of written test unicef education officer this is likewise one of the factors by obtaining the soft documents of this sample of written test unicef education officer by online you might not require more period to

35 unicef interview questions answers - May 12 2023

web jan 27 2022 35 unicef interview questions answers unicef mock interview to help you prepare for an unicef job interview here are 35 interview questions and answer examples unicef was updated by isaiah swanson on

sample of written test unicef education officer pdf uniport edu - Nov 06 2022

web apr 12 2023 sample of written test unicef education officer 1 6 downloaded from uniport edu ng on april 12 2023 by guest sample of written test unicef education officer thank you entirely much for downloading sample of written test unicef education officer most likely you have

get prepared assessment unicef careers - Oct 17 2023

web tests and exercises description a number of questions that the candidates are asked to answer within a limited time frame to confirm their competency in the technical requirements of the position and or writing skills analytical ability strategic thinking leadership etc how to prepare online tests require good time management skills

sample of written test unicef emergency officer - Apr 30 2022

web sample of written test unicef emergency officer sample of written test unicef emergency officer administrative assistant pre employment test written communication proficiency test wcpt 351 un careers national education assessment system at unicef pakistan april 28th 2018

written tests in un un career - Aug 15 2023

web samples written tests in un written tests in un written tests in un undp unicef unops unhcr note this article is updated for 2021 year requirements we ve already described the hr selection process in un undp and other ngos as it was mentioned the first step of hr selection is formal criteria

sample of written test unicef education officer - Feb 26 2022

web online notice sample of written test unicef education officer can be one of the options to accompany you similar to having supplementary time it will not waste your time recognize me the e book will certainly sky you supplementary situation to read just invest little time to edit this on line pronouncement sample of written test unicef

sample of written test unicef emergency officer web mei - Mar 30 2022

web joomlaxe comdownload sample of written test unicef education officer document on this page you can read or download sample of written test unicef education officer in pdf format if you don t see any interesting for you use our search form on bottom officer inmate communication scenario a correctional officer

get prepared self assessment unicef careers - Feb 09 2023

web □□□□□□ an honest and objective self assessment is a great way to help identify what makes you an outstanding candidate for a position and it will ultimately enable you to build an application that most clearly reflects your strengths skills experience and personal values

written test unicef undp monitoring and evaluation officer - Dec 07 2022

web what monitoring methods would you advise unicef to deploy and provide clarification on why you suggest each method 25 other test samples undp written test samples 2021 sample of assistant interview real un test samples for un security officer fs 4 fs 5 fs 6 written tests in un undp unicef unops unhcr sample of

unicef education specialist noc interview questions - Jan 08 2023

web jun 25 2016 the technical written test required me to demonstrate my knowledge on education statistics and analysis from a given data i was expected to compute net enrollment ratios gross enrollment ratios and gender parity indexes and then do a