

Chapter 1—Human Resource Management in Organizations

MULTIPLE CHOICE

1. Which is not one of the major challenges currently facing HR managers?
- motivating employees without pay raises and promotions
 - changing federal, state and local legal requirements
 - adjusting benefit programs due to increasing costs
 - replacing “baby boomers” as they exit the workplace

ANS: A

PTS: 1

DIF: Easy

REF: p. 3

OBJ: 4

NAT: AACSB Reflective Thinking

LOC: Environmental Influence

TOP: Conceptual

2. Human resource management is
- supervising, monitoring, controlling, and disciplining employees in order to achieve organizational goals efficiently and effectively.
 - the designing of organizational systems to ensure that human talent is used effectively and efficiently to accomplish organizational goals.
 - the efficient and effective use and coordination of human capital to ensure the profitability and long-term sustainability of the organization.
 - the design of the interface between the human capital of the firm and its technological and financial capital in order to efficiently and effectively reach organizational goals..

ANS: B

PTS: 1

DIF: Easy

REF: p. 4

OBJ: 1

NAT: AACSB Reflective Thinking

LOC: HRM

TOP: Definitional

3. When the human resources function creates a unique capability in a firm that creates high value and differentiates the organization from its competition, human resources is a/an _____ for the firm.
- intangible asset
 - core competency
 - critical capability
 - strategic contributor

ANS: B

PTS: 1

DIF: Moderate

REF: p. 4

OBJ: 1

NAT: AACSB Reflective Thinking

LOC: Strategy

TOP: Definitional

4. The collective value of the capabilities, knowledge, skills, life experiences and motivation of an organizational workforce is called
- the organization's talent inventory.
 - total human resources.
 - human capital.
 - the organization's intellectual assets.

ANS: C

PTS: 1

DIF: Moderate

REF: p. 5

OBJ: 1

NAT: AACSB Reflective Thinking

LOC: HRM

TOP: Definitional

5. Through the _____ function, HR management provides the organization with a sufficient supply of qualified individuals to fill the jobs in the organization.
- staffing
 - equal employment opportunity

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