

1. What does SHRM stand for in the context of Human Resource Management?

- a) Strategic Hiring and Recruitment Model
- b) Social Human Resource Management
- c) Strategic Human Resource Management
- d) Societal Hiring and Resource Model
- Answer: c

2. According to the Balanced Approach in HRM, what is considered when setting organizational goals?

- a) Individual goals only
- b) Organizational goals only
- c) Societal goals only
- d) Goals of the individual employee, organizational goals, and societal goals
- Answer: d

3. What is the main principle of a Strengths-Based Approach?

- a) Differences are disadvantages
- b) Talents are labels
- c) Differences are advantages
- d) Talents are judgments on your value
- Answer: c

4. In the context of HR, what does P-J fit stand for?

- a) Person-Job Fit
- b) Performance-Job Fit
- c) Person-Job Function
- d) Performance-Job Function
- Answer: a

Shrm Multiple Choice Questions With Answers

Larry Phillips



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