

Human Resources Management (Practice Quizzes)

Chapter 1-A (Practice Quiz)

- 1) Number of job candidates interviewed per month and cost per hire are _____ measures of HRM, while the quality of people and the effectiveness of HRM initiatives are _____ measures of HRM.

Answer: **new; traditional**

- 2) To ensure that the workforce has the competencies and behaviours required to achieve the organization's strategic objectives

Answer: **HR formulates and implements HRM systems.**

- 3) A major contribution of HRM is making decisions based on evidence-based HRM.

Answer: **True**

- 4) Analyzing metrics and measurements is a strategic HR activity.

Answer: **True**

- 5) Employee engagement is the emotional and intellectual involvement of employees in their work.

Answer: **True**

- 6) The management of people in organizations is referred to as

Answer: **human resources management.**

- 7) Which of the following best describes the term productivity?

Answer: **The ratio of an organization's outputs to its inputs**

Human Resource Management Quiz Questions With Answers

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addresses the challenges faced by human resource managers integrating traditional theory with real world strategy to equip students with the knowledge perspective and skills they need to thrive in the ever changing global business environment Presented in a clear and relatable style this text emphasizes how effective human resource management and strategic planning work in concert to allow organizations to achieve maximum success The focus on practical application illustrates the essential link between strategic planning and implementation providing an inside look at how real world companies increase effectiveness through world class human resources management practices A wealth of case studies discussion topics and exercises reinforce key concepts strengthening students ability to think strategically and integrate core HR management principles into the decision making process By mirroring the current landscape s increased reliance on smart people management strategy this text underscores the importance of HR management in attracting and retaining the top talent that drives an organization forward

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Introduction to Human Resource Management Paul Banfield, Rebecca Kay, Dean Royles, 2018 Using their extensive experience teaching and working in HRM Banfield Kay and Royles succinctly convey the reality of contemporary HRM through expert academic and practical insights Their balanced approach ensures students are able to fully grasp both the theory and practice of HRM paving the way for success in their academic studies and future careers With its engaging writing style this book is the ideal introduction to HRM for students at both undergraduate and postgraduate level Key terms research insights and review questions help students understand the key theoretical concepts and think critically about the issues discussed Mini case studies HRM insights longer end of chapter case studies and practitioner insights from real HR professionals at a variety of organizations present different scenarios and challenges experienced in the world of business This range of learning features ensures students are exposed to both the theoretical foundations and the real life practices of HRM The book takes a holistic approach to the subject presenting HR operations and considerations as an integral part of any business The authors begin by introducing the reader to the challenges and the evolution of the HR function before addressing key operational areas such as talent management ethics leadership recruitment and misconduct They go on to explore how these challenges are managed with an emphasis on practicality

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