



Human Resource Management.d

- 1 Contemporary management practices indicate that many leading companies have recognized the ... of human resources
- 2 To be competitive, organizations in many industries must have highly skilled, knowledgeable workers. This is according to
- 3 Several factors will be considered in the discussion of strategic human resource investment decisions, except
- 4 ... attempts to determine the economic value of human resource programs, activities, and procedures.
- 5 Employers may structure jobs so that these skills may be learned from other employees. This means
- 6 ...has noted that on-the-job training's impact on workers' productivity levels is frequently underrated.
- 7 The continued development of managerial personnel is a critical strategic issue in most organizations and a particularly difficult challenge given the massive shifts in strategy is
- 8 Advantages of job rotation include all except
- 9 Technological change is often a cause of ...in engineering, science, and the professions.
- 10 Investments in training and development by implication refer to
- 11 ...is massive a part of HR environment
- 12 Technology, particularly information technology, is having a major impact on theand on the nature of managerial work.
- 13 HRIS is an acronym for
- 14 Example of HRIS is all, except
- 15 The implementation of systems such as PeopleSoft and SAP also have led to the restructuring of
- 16has provided an interesting account of an exchange between the top human resource executives at two large companies.
- 17 HR's four new structural forms of interest are all except



- 18) ...employ a portfolio or conglomerate approach toward their peripheral business units.
- 19) Charles Snow, Raymond Miles, and Henry Coleman have used the term ...to describe organizations that are similar to unbundled corporations.
- 20) Another structural form is called the..., which has some similarities with classical guilds.
- 21) ... pioneered by Edwards Deming, is a broad-based, systematic approach for achieving high levels of quality
- 22) TQM was pioneered by ...
- 23) TQM principles emphasizes all of the following except
- 24) Evaluation of the ... function can also be accomplished by asking other managers in the organization to evaluate the quality of services provided by the human resource management function.
- 25) ... are required for the organization to accomplish its mission while being guided by an investment perspective.
- 26) Human resource management has become more important to general management, largely as a result of its role in providing
- 27) HRM provides competitive advantage through a
- 28) Strategic human resources management is largely about integration and adaptation. Its concern is to ensure all, except
- 29) Which of this is not part of theoretical influences which provide explanations for practices resulting from strategy considerations?
- 30) ... explains the adoption or abandonment of practices resulting from feedback on contributions to strategy.
- 31) ... identify competitive advantages of the organization's human resources or it may be used to assess the feasibility of various strategic alternatives, in terms of human resource capabilities.
- 32) ... examine factors that influence the selection of forecasting techniques, discuss specific supply-and-demand forecasting techniques, and provide examples of their application.
- 33) Human resource planning is linked in several ways with strategy formulation and implementation. One such linkage is





- 34) A large study of 968 organizations byfound human resource planning to be positively related to the intensity of the organizations' research and development efforts.
- 35) Human resource planning encompasses the following steps except
- 36) human resource forecasting includes all except,
- 37) Other causes for failure to plan or failures in planning are related to...
- 38) Several important managerial issues are critical to human resource planning. They include all except
- 39) ...has provided a similar perspective on Dutch firms in an example of the Philips Company's human resource planning efforts for a new plant.
- 40) Which of this is a not a factor that influence the techniques used to forecast either the supply or demand for human resources?
- 41) In order to accomplish their missions, organizations formulate requirements for returns on investment, scan the environment for opportunities and threats, formulate strategies, plan human resource requirements, and then implement their strategies. This is called
- 42) Several managerial practices have the potential to provide for more flexibility in workforce utilization. It includes all except
- 43) Effective teams also have members whose skills are
- 44) MBTI is an acronym for
- 45) MBTI is a HR
- 46) In HR, the combination of demographic influences and a robust economy can produce ... in many occupations.
- 47) Interestingly, the use of the Internet has added another venue to recruiting and is serving a tremendous need for matching employees with employment opportunities. This is addition is in the areas of
- 48) Companies that have created positive..., through their leadership in developing diverse workforces, have an advantage in attracting females and minorities.
- 49) In HR, high performing companies are very selective in their





- 50) During recruitment, if a test is used, an applicant's score from one administration of the test should correlate well with his or her score on the next administration of the test. This form of reliability is called
- 51) In order to accomplish their missions, organizations formulate requirements for returns on investment includes all except
- 52) Managerial practices have the potential to provide for more flexibility in workforce utilization includes all except
- 53) Several conditions must be present before teams are likely to be effective. It includes all except
- 54) Dealing with employee shortages can be done via
- 55) When minorities and women are underrepresented in a company's workforce can be balanced via
- 56) Employee shortages may not even require recruiting. An alternative in HR practice is
- 57) Excellent selection procedures are essential for obtaining a workforce that can become a source of competitive advantage. Such procedure includes all except
- 58) ...means that the procedure, be it a test or an interview, needs to produce approximately the same result when the procedure is repeated.
- 59) ...provides the foundation for good selection by identifying the knowledge, skills, abilities, and other requirements (KSAs) necessary to perform the job.
- 60) During recruitment, Interviews are reliable when there is agreement among the interviewers about an applicant, which means that their ratings are correlated. This form of reliability is called
- 61)provide the incentives and reinforcement for workforce behaviours that contribute to the implementation of strategies while development systems provide the workforce skills required for implementation
- 62) The strategic importance of performance measurement systems is indicated in the following quotation by
- 63) Measures of performance are necessary for the functioning of
- 64) MBO is any acronym for
- 65) A number of evaluation approaches have been traditionally used for performance measurement. They include all except





- 66) Another traditional approach to performance evaluation is the narrative description of performance written by an employee's supervisor. This is called the
- 67) ...typically begins with an initial phase in which the subordinate generates goals or objectives to be accomplished over the next time period
- 68) A recent survey of Fortune 100 firms found that MBO was used by ...of the respondents to evaluate executives and managers
- 69) BARS is an acronym for
- 70) BOS is an acronym for
- 71) One of the most prominent of these advocates of HR management universal best practices is ...of Stanford University.
- 72) Pfeffer's research indicates that these seven management practices are nearly universal in their ability to enhance firm performance
- 73) Individual high-performance practices includes all except
- 74) ROA is an acronym for
- 75) ROE is an acronym for
- 76) Cognitive tests, or tests of mental ability, have been used for various selection purposes since the
- 77) The use of Cognitive tests came under attack in the ... because firms sometimes used them without establishing their validity or the relationship between applicant scores and job performance
- 78) ...based on contingency theory, explains practices designed to control and influence attitudes and behaviours.
- 79) Brian Becker and Mark Huselid's study in a national retailing company provides another example of an application of.
- 80) The type of industry also affects technique utilization, as companies in regulated industries tend to use more sophisticated forecasting techniques is called

