

Human Resource Management Practice Exam Questions with Answers

1. What can HRM do for you as a manager?
 - a. Evaluate me on my management philosophy.
 - b. Supply me with tools I need to execute the business strategy.
 - c. Determine the long range goals for my department.
 - d. Offer me suggestions to inflate my department's performance metrics.

2. The HR manager is visiting your store location tomorrow and you are trying to explain to your employees what HR does for the company. What should you say is HR's primary purpose?
 - a. Advising you about the best goods, services, and methods for competing in the local market.
 - b. Helping you prevent employee union membership from increasing and driving up costs.
 - c. Assisting you with attracting, motivating, rewarding and retaining employees.
 - d. Providing you with strategies for discriminating against protected classes.

3. You want to make the most out of the HR Manager's visit so you are trying to decide which HRM function you need the most help with right now. You want to learn more about how to align individual employee's goals with the overall organization's goals. Which HRM function covers your concern?
 - a. Staffing
 - b. Performance management
 - c. Training and development
 - d. Rewards and benefits

4. During the HR Manager's visit, she asks you how you see HRM influencing organizational performance. You respond:
 - a. It provides managers with guidance in meeting hiring quotas.
 - b. It eliminates unnecessary goods and services offered by the organization.
 - c. It transforms employee potential into actual performance.
 - d. It assists the organization with creating marketing materials for its products.

5. You have just accepted a position at a new company, and you are learning about the organizational culture. You find that employees tend to stay with the company for a long time and that loyalty is a key virtue. What type of organizational culture exists at this company?
 - a. Bureaucratic
 - b. Consensual
 - c. Entrepreneurial
 - d. Competitive

Answers To Human Resource Questions

Clemens Wendtner



Answers To Human Resource Questions:

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variable pay executive compensation individual incentives organizational incentives sales compensation and incentives and performance incentives

A Quick Guide to Human Resource Testing Marian Power,2004 A Quick Guide to Human Resource Testing is a quick reference guide for human resource HR practitioners who use or plan to use assessment instruments in any context It includes explanations tips case studies and suggestions to help practitioners get the most out of their HR testing Those in charge of recruiting and selecting new staff face a decision making process that needs to be responsible in its implementation and to produce a positive and wide ranging outcome The cost of a wrong selection decision has been estimated to be anywhere between one and a half times and five times the salary of the job in question Studies have shown that appropriate assessment tools enhance the chances of making good selection and recruitment decisions Testing is also important to the HR practitioner in a variety of other contexts including team building change management and ongoing organisational needs Good practice and appropriate use of tests are as vital to these areas as they are in the selection and recruitment of staff

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X-Kit Undergraduate Human Resource Management ,2006 101 Great Answers to the Toughest Interview Questions Ronald W. Fry,2000 Explains how to prepare for a job interview suggests ways to answer frequently asked questions and lists the rights of the interviewee

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Human Resource Executive ,1996-07 **Classified replies to the Commissioners' questions** India. Calcutta University Commission, 1917-1919,1919 **Straight Answers to Life Questions** Copeland Smith,1928 **People's Christian Bulletin** ,1917 **Best Answers to the 201 Most Frequently Asked Interview Questions** Matthew DeLuca,1996-09-01 MORE answers to MORE questions than any other interviewing guide Sell yourself with style and win the interview game The most crucial part of your job search is knowing how to respond to the toughest interview questions because the best candidate doesn't necessarily get the job the best interviewee does In Best Answers to the 201 Most Frequently Asked Interview Questions career expert Matthew J DeLuca reveals the secret agenda behind every kind of question interviewers ask and prepares you to answer them all Never again be at loss for words when an interviewer hits you with an icebreaker thought provoker curve ball stress tester and even an illegal question that shouldn't be asked but needs an answer **Report: Evidence and documents: classified replies to the Commissioners' questions, 13-16** India. Calcutta University Commission,1919 [The Social Science Pamphlets, a General Course in History, Geography and Civics for Grades VII, VIII, and IX: no. 1. America and her immigrants](#) Harold Ordway Rugg,1926 *The Strategic Human Resource Management Sourcebook* Lloyd Baird,Craig Eric Schneier,Richard W. Beatty,1988 **Human Resource Management (HRMS) MCQs** Arshad Iqbal,2017-04-20 Multiple Choice Questions and Answers MCQs on Human Resource Management HRMS HR revision guide with practice tests for online exam prep and job interview prep HR study guide with questions and answers about compensation strategies and practices employee rights and discipline globalization hr management hr careers and development human resources jobs human resources training individual performance and employee retention labor markets recruiting legal framework equal employment managing employee benefits performance management selecting and placing human resources strategic human resource management union relationship management variable pay and executive compensation Practice human resource management MCQs to prepare yourself for career placement tests and job interview prep with answers key Practice exam questions and answers about HRM composed from human resources textbooks on chapters Compensation Strategies and Practices Practice Test 52 MCQs Employee Rights and Discipline Practice Test 26 MCQs Globalization HR Management Practice Test 23 MCQs HR Careers and Development Practice Test 44 MCQs Human Resources Jobs Practice Test 33 MCQs Human Resources Training Practice Test 47 MCQs Individual Performance and Employee Retention Practice Test 31 MCQs Labor Markets Recruiting Practice Test 15 MCQs

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