

# Test Bank for Human Resource Management 13th Edition by Mathis

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## Chapter 1—Human Resource Management in Organizations

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### 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.

# Human Resource Management Test Questions Answers Mathis

**City of London College of Economics**



## **Human Resource Management Test Questions Answers Mathis:**

*Human Resources Management* V. S. P. Rao, Rao, 2007 The book presents the fundamentals of Human Resource Management in a simple lucid and easily understandable style It provides a comprehensive coverage to a vast growing discipline well supported by a wealth of research data collected from multifarious sources potently and carefully A notable feature of the book is that it gives extensive coverage to HRD topics The book contains a number of informative tables summary boxes and useful diagrams It is also liberally sprinkled with current examples and illustrations designed to convey the information in an uncomplicated manner The book is primarily meant for students pursuing advanced courses in Human Resource Management such as MBA PGDBA M Com and IAS Some of the changes in the Second Edition are summarized below v A refined version of SHRMv Total quality HRM approachv Summarised versions of best employers in India especially their recruitment selection training and executive development practicesv Succession planning and succession management enriched with live corporate examplesv 360 degree feedback system essentials of an effective appraisal system potential appraisalv How leading Indian companies appraise potentialv Latest data regarding union membership union recognition criteria and rights voluntary recognition and the code of discipline verification of union membership the check off system recommendations of NCL current trends in trade unionismv Features of industrial relations approaches to industrial relations latest data regarding industrial disputesv Important uses of human resource information systemv New chapter on International Human Resource Managementv Study Aids in a New Format Discussion questions Internet sources true false questions key term exercises student activities etc have been brought under one roof i e at the end of each chapterv 9 New Cases The case of the risky recruit the case of bench management the case of TQM and innovation compensation crises incentive issues the case of variable pay the case of involuntary VRS the case of mentoring management and the case of the hushed relationship Human Resource Management (Third Edition) , **Instructor's Manual to Accompany Human Resource Management, Eighth Edition, Robert L. Mathis, John H. Jackson** Jack A. Johnson-Hill, 1997 *Basic Concepts of Health Care Human Resource Management* Nancy J. Niles, 2013 Basic Concepts of Health Care Human Resource Management is a comprehensive overview of the role of Human Resource Management HRM in all aspects of healthcare management Beginning with a survey of HRM from its beginnings to present day trends the text moves on to cover state and federal healthcare laws codes of ethics staffing organizations training and development employee relations and long term planning **BASICS OF HUMAN RESOURCE MANAGEMENT** Evi Susanti, Loso Judijanto , Ahmad Prayudi, Warsani Purnama Sari, Rudy dwi Laksono, 2025-03-12 This book consists of several chapters that cover the basic concepts of HR management HRM planning and strategy job analysis and design employee engagement as well as occupational health and safety The discussions in this book are not only based on theory but also refer to management practices that have been applied in various industries thus providing a more applicable perspective for readers *Diploma in Human Resource*

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