

Human Resource Management: Exam Questions

The exam has two parts multiple choice and an essay. Follow the instructions for each part and submit the completed exam to your Assignments folder by Sunday, October 20. Answer each of the following multiple-choice questions. Highlight, underline, make bold or type the letter of the correct answer following the statement.

1. HRS strategy:

- A. Is the set of priorities a firm uses to align its resources, policies, and programs with its strategic business plan.
- B. Is the result of an analysis of the future availability of labor and future labor requirements, tempered by an analysis of external conditions.
- C. Is the process of identifying top talent, both within functions and corporate-wide, to develop pools of talent for critical positions, and to identify development plans for key leaders.
- D. Provides an overall direction and focus for the organization as a whole, including for each functional area of the business.

2. All of the following statements about competency models are true EXCEPT:

- A. They attempt to identify variables related to overall organizational fit.
- B. Their level of rigor and documentation is more likely to enable them to withstand the close scrutiny of a legal challenge.
- C. They attempt to identify personality characteristics consistent with the organization's vision.
- D. Their focus is on the full range of knowledge, skills, abilities, and other characteristics that are needed for effective performance on the job, and that characterize exceptional performers.

3. When implementing recruitment activities, initial consideration should be given to a company's especially for filling jobs above the entry level.

- A. Minority groups
- B. Errant employees
- C. Women workforce
- D. Foreign subsidiaries

4. What is the advantage of using job performance as a job analysis method?

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