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#### MULTIPLE CHOICE

- 1. Which of the following statements is true of the functions of human resource management?
  - It is a clerical operation in large companies concerned with payroll and employee records.
  - It refers to a department which looks into the legal ramifications of policies and procedures that affect only the employees in an organization.
  - It is a function concerned with costs, planning, and the implications of various strategies for organizations.
  - It refers to a design of formal systems in an organization to manage human talent for accomplishing organizational goals.
  - ANS: D PTS: 1 DIF: Moderate
    NAT: BUSPROG: Analytic TOP: What is Human Resource Management?
    KEY: Bloom's: Comprehension PAGE: 02
- 2. A useful way to measure the productivity of a workforce is:
  - a. to determine the total cost of people required for each unit of output.
  - to determine the total cost of people required for an output of 100 units.
  - to determine the total cost of people required to complete a day's worth of work.
  - d. to determine the total cost of people required to complete a year's worth of work.
  - ANS: A PTS: 1 DIF: Moderate
    NAT: BUSPROG: Analytic TOP: Where Employees Can Be a Core Competency
    KEY: Bloom's: Comprehension PAGE: 04
- a method to increase employee productivity, involves eliminating layers of management and changing reporting relationships, as well as cutting staff through downsizing, layoffs, and early retirement buyout programs.
  - a. Organizational restructuring
  - b. Redesigning work
  - c. Aligning human resource activity
  - d. Outsourcing

ANS: A PTS: 1 DIF: Easy
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Jianjun Gao

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