

## Chapter 4

### Human resource management and the law

#### Multiple choice questions - Factual

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1. The employer-employee relationship must operate within the boundaries of:

- a. the organisation's production facilities or work sites.
- b. accepted ethical values and behaviours.
- c. numerous legal issues.
- d. what the CEO considers to be suitable or appropriate.

General Feedback: Page 122.

2. Employees are defined as workers employed under a contract of service whereas independent contractors are employed:

- a. under minimum award conditions.
- b. with full statutory rights and obligations.
- c. for indefinite employment periods.
- d. under a contract for services.

General Feedback: Page 122.

3. The sources of legal obligations are:

- a. statutes, awards, common law, contracts.
- b. contracts, statutes, awards, statutory agreements, common law.
- c. formal contracts, informal contracts, statutes, awards.
- d. employer's duties, employee's duties.

General Feedback: Page 123.

4. In drafting employment contracts, employers often fail to consider terms other than:

- a. remuneration and hours of work.
- b. redundancy payments and non-competition clauses.
- c. probationary and termination periods.
- d. leave and other non-salary benefits.

General Feedback: Page 123.

5. The prevailing implication of the Riverwood decision for employers is that they need to:

# Hrm Multiple Choice Questions And Answers



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Bachrach, 2020-12-22 Exploring Management 7th Edition supports teaching and learning of core management concepts by presenting material in a straightforward conversational style with a strong emphasis on application With a focus on currency high interest examples and pedagogy that encourages critical thinking and personal reflection Exploring Management 7th Edition is the perfect balance between what students need and what instructors want Organized by study objectives and broken up into more manageable sections of material the Seventh Edition supports better student comprehension and mastery of concepts And features like skill builders active learning activities and team projects give students frequent opportunities to apply management concepts Class activities provide opportunities for discussion and debate Students can build solid management skills with self assessments class exercises and team projects *Human Resource Management* Ronan Carbery, Christine Cross, 2018-11-10 This contemporary global and engaging textbook covers all the core HRM topics Providing a succinct overview it gives you the tools to engage your students in critical thinking and to develop their employability skills Rich in pedagogy features like HRM in the Global Business Environment and HRM and Organizational Performance prepare your students for the modern workplace Video interviews offer a practitioner perspective allowing students to relate theory to practice while HRM in the News boxes shine a light on current issues such as lawsuits against ridesharing company Uber The second edition of this popular textbook is compulsory reading for HRM courses at both undergraduate and postgraduate level Accessibly written but also offering depth and rigour it is appropriate for a wide range of courses New to this Edition Fully revised and updated learning features including two brand new features HRM and Organizational Performance and HRM in the Global Business Environment A new chapter on human resource analytics New video interviews including major multinational companies New international content brings in a global perspective

Government at a Glance: Western Balkans OECD, 2020-07-07 Government at a Glance Western Balkans presents information on public governance in the Western Balkan region covering Albania Bosnia and Herzegovina Kosovo Montenegro North Macedonia and Serbia and compares it to OECD and OECD EU countries **Human Resource Management** John Bratton, Jeff Gold, Andrew Bratton, Laura Steele, 2021-12-30 Authoritatively and expertly written the new

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**Human Resource Management** Jonathan Crawshaw, Pawan Budhwar, Ann Davis, 2023-11-10. This popular text treats international strategic and contemporary issues as central to the study and practice of Human Resource Management. Its practical focus helps you develop the skills needed for the world of work through learning features such as HRM in Practice, Developing Key Skills and Debating HRM. The fourth edition has been thoroughly updated and brings you Case studies which offer a link between theory and practical challenges in the international HR environment. A new chapter on Work-Related Mental Health and Wellbeing. Coverage of cutting-edge topics such as Diversity and Inclusion, Sustainability, Artificial Intelligence and Corporate Social Responsibility. NEW Future Insights and Considering Sustainability features. Jonathan R. Crawshaw is Senior Lecturer, Associate Professor and Director of Research for the Work and Organisation Department at Aston Business School, Aston University. Pawan Budhwar is the 50th Anniversary Professor of International HRM at Aston Business School. Ann Davis is Professor and Associate Dean for Academic Resourcing and Development at the University of Sydney Business School.

**OECD Reviews of Human Resource Management in Government: Brazil 2010 Federal Government** OECD, 2010-05-20. This review of human resource management in the federal government of Brazil provides a detailed diagnosis of the management of government employees and solutions for improving it.

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