

Exam

Name \_\_\_\_\_

**MULTIPLE CHOICE.** Choose the one alternative that best completes the statement or answers the question.

- 1) Human resources management refers to: 1) \_\_\_\_\_
  - A) all managerial activities.
  - B) concepts and techniques used in leading people at work.
  - C) concepts and techniques for organizing work activities.
  - D) management techniques for controlling people at work.
  - E) the management of people in organizations.
  
- 2) The knowledge, education, training, skills, and expertise of a firm's workers is known as: 2) \_\_\_\_\_
  - A) physical capital.
  - B) management's philosophy.
  - C) production capital.
  - D) human capital.
  - E) cultural diversity.
  
- 3) Human resources practices that support strategy include: 3) \_\_\_\_\_
  - A) performance management.
  - B) rewards practices.
  - C) staffing practices.
  - D) policies and procedures.
  - E) production scheduling.
  
- 4) A company utilizes a system to measure the impact of Human Resources which balances measures relating to financial results, customers, internal business processes and human capital management. This system is known as the: 4) \_\_\_\_\_
  - A) HRIS.
  - B) Human Capital Index.
  - C) balanced strategy.
  - D) balanced scorecard.
  - E) none of the above.
  
- 5) You have been tasked with building employee engagement at the firm you work for. Strategic human resources initiatives you would consider implementing include: 5) \_\_\_\_\_
  - A) employee recognition programs.
  - B) employee recognition programs and management development programs.
  - C) job design indicators.
  - D) diversity programs.
  - E) employee relations activity.
  
- 6) HR department staff members are traditionally involved in key operational responsibilities. Which of the following is an operational responsibility? 6) \_\_\_\_\_
  - A) setting goals and objectives
  - B) interpreting human right laws
  - C) collecting metrics
  - D) analyzing metrics
  - E) interpreting health and safety legislation

# Hr Technician Test Sample

**RD Boyd**



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