

What tends to occur at companies with effective human resource management? - Answer Customers tend to be more satisfied.

HR's role in maintaining a high-performance work system may include all of the following EXCEPT - Answer purchasing equipment for the entire company

Human capital refers to an organization's _____. - Answer employees

As a business within the company, HR has three product lines, one of which involves contributing to the company's goals and plans by understanding how HR can provide a competitive advantage. This is known as _____. - Answer being a strategic partner

An organization can succeed if it is better than competitors at something and can stay better at it over a length of time. What is this called? - Answer Sustainable competitive advantage

What is the HR function that handles attitude surveys, labor relations, and outplacement services? - Answer Employee relations

What is NOT an essential characteristic of a company's most talented and experienced employees? - Answer Other companies can groom their employees to closely imitate them.

Which of the following are among the responsibilities of the human resources department? - Answer -Ensuring that the company complies with labor laws
-Establishing and administering personnel policies

XYZ Company has a competitive advantage because its structure, people, and processes work together seamlessly. This describes - Answer a high-performance work system

Trevor is tasked with obtaining detailed information about the jobs in his organization. He is performing a job _____. - Answer analysis

Which of the following would help an organization maintain a high-performance work system? (Select all that apply) - Answer -Recruiting people with new skills.
-Establishing rewards for teamwork and learning.
-Developing training programs.

What is the process of defining the way work will be performed and the tasks that a given job requires? - Answer Job design

The human resources department is like a business within the company, which provides what three product lines? - Answer -Business partner services
-Strategic partner services

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