

Human Resource Management MCQ's

Q1. Human Resource Management is best described as:

- a) A reactive function concerned with the administration of the employment cycle
- b) A central administrative function concerned with the management of people in organisations
- c) A strategic function, in which HRM is integrated into the development of business unit strategic planning
- d) None of the above

Q2. In the Harvard model of HRM (1984) the key components in HRM policy choices are reward systems, HR flows, work systems and employee influence:

- a) True
- b) False

Q3. The Michigan Business School Model is most often associated with which of the following:

- a) Best Practice Approach
- b) Best Fit Approach
- c) Universalism Approach
- d) None of the above

Q4. Hard HRM is best represented by which of the following statements:

- a) Pat, as the line manager, allows John to work on his own initiative and without checking his work continually
- b) Pat, John's line manager ensures that he tells John exactly what to do and how to do it and checks his work on a regular basis

Q5. Which of the following are responsible for HRM in an organisation?

- a) Senior management
- b) Line management
- c) HR Specialist/Generalist
- d) All of the above
- e) None of the above

Q6. Peripheral workers are best represented by those who work Monday to Friday 9am to 5pm on a full-time basis:

- a) True
- b) False

Q7. Zero-hours workers are part of the...

- a) Core workforce
- b) Peripheral workforce
- c) None of the above

Human Resources Technician Sample Test

Thomas J. Quirk, Julie Palmer-Schuyler



Human Resources Technician Sample Test:

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Statistics Thomas J. Quirk,Julie Palmer-Schuyler,2016-08-23 This book shows the capabilities of Microsoft Excel in teaching human resource management statistics effectively Similar to the previously published Excel 2013 for Human Resource Management Statistics this book is a step by step exercise driven guide for students and practitioners who need to master Excel to solve practical human resource management problems If understanding statistics isn t your strongest suit you are not especially mathematically inclined or if you are wary of computers this is the right book for you Excel a widely available computer program for students and managers is also an effective teaching and learning tool for quantitative analyses in human resource management courses Its powerful computational ability and graphical functions make learning statistics much easier than in years past However Excel 2016 for Human Resource Management Statistics A Guide to Solving Practical Problems is the first book to capitalize on these improvements by teaching students and managers how to apply Excel to statistical techniques necessary in their courses and work Each chapter explains statistical formulas and directs the reader to use Excel commands to solve specific easy to understand human resource management problems Practice problems are provided at the end of each chapter with their solutions in an appendix Separately there is a full Practice Test with answers in an Appendix that allows readers to test what they have learned *Potential Exports and Nontariff Barriers to Trade* Asian Development Bank,2021-11-01 This publication explores how Bhutan could boost its exports by addressing nontariff barriers to trade It focuses on sanitary and phytosanitary measures and technical barriers to trade and on export products that have the potential to increase their market share in Bangladesh India Maldives Nepal and Sri Lanka It considers options including legal reforms the upgrade of quality standards and laboratory equipment and institution building of accrediting bodies and conformity assessment bodies Practical recommendations suggest ways forward for both the public and private sectors

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Allied Health Education Programs in Junior and Senior Colleges United States. Health Resources Administration. Division of Associated Health Professions,1978 *Reforming (Transforming?) a Public Human Resource Management Agency* Ronald R. Sims,2010-06-01 This book offers a first hand look at the importance of human resource management HRM processes to not just one public agency but a large group of public administration entities that rely on a public HRM agency the Personnel Board of Jefferson County for its HRM processes More specifically the book describes a more than three year effort undertaken by the author as a federally appointed court receiver to reform or what some have referred to as transform a public HRM agency from a model of inefficiency to one now considered best in the business The book provides the details of the reform or transformation effort in addition to offering suggestions on how to bring about similar civil services and HRM reform in particular and government agencies in general The book is intended to fill a gap in the current literature while serving as a key work that highlights the importance of bringing about change in a public HRM entity Timely and topical the book will be of great interest both to public administration personnel in general and others in the fields of HRM and public sector management and to management practitioners and others keen to inform their ability to bring about successful change

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extreme environments Figures are included throughout to illustrate the concepts principles and practice of POCT Written for a broad range of practicing health professionals from the fields of medical science health science nursing medicine paramedic science Indigenous health public health pharmacy aged care and sports medicine A Practical Guide to Global Point of Care Testing will also benefit university students studying these health related disciplines *Jobs Almanac* Adams Media,1998 Economic forecasts names and addresses for thousands of leading employers nationwide and multiple extensive indices are features of this all in one career guide [The Nonprofit Human Resource Management Handbook](#) Jessica Word,Jessica Sowa,2017-06-26 As an increasing number of individuals go to work in the nonprofit sector nonprofit managers need support on how best to build their human resource management capacity They need to know what systems to examine what questions to ask and how to ensure they are managing people in a legal manner and as effectively as possible given their particular resource constraints Important questions include Do we have a clear philosophy one that aligns with our nonprofit mission and values and allows us to treat our employees as the professionals they are How do we select develop and retain the best people who will produce high value high performance work and how do we do so with limited resources How do we effectively manage our mix of volunteers and paid staff What do we need to consider to ensure diverse people work together in a harmonious fashion With all new chapters written by the top scholars in the field of nonprofit HRM these are but a few of the many questions that are addressed in this timely volume These scholars delve into their particular areas of expertise offering a comprehensive look at theories and trends legal and ethical issues how to build HRM from recruitment management labor relations to training and appraisal as well as topics in diversity technology and paid versus volunteer workforce management This essential handbook offers all core topic coverage as well as countless insider insights additional resource lists and tool sets for practical application With chapters grounded in existing research but also connecting research to practice for those in the field The Nonprofit Human Resource Management Handbook will be required reading for a generation of scholars students and practitioners of nonprofit human resource management **Principles and Practice of Veterinary Technology - E-Book** Ann Wortinger,2022-10-18 Thoroughly updated content throughout including major updates to anesthesia pain management critical care and infectious disease provides the most up to date information in these critical areas

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