

Test Bank for Human Resource Management Essential Perspectives 7th Edition by Mathis Jackson Valentine
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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:
- 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.
 - 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

3. _____, 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.
- Organizational restructuring
 - Redesigning work
 - Aligning human resource activity
 - Outsourcing

ANS: A

PTS: 1

DIF: Easy

NAT: BUSPROG: Analytic

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Table of Contents Human Perspective 7th Edition Ex 25

1. Understanding the eBook Human Perspective 7th Edition Ex 25
 - The Rise of Digital Reading Human Perspective 7th Edition Ex 25
 - Advantages of eBooks Over Traditional Books
2. Identifying Human Perspective 7th Edition Ex 25
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Human Perspective 7th Edition Ex 25
 - User-Friendly Interface
4. Exploring eBook Recommendations from Human Perspective 7th Edition Ex 25
 - Personalized Recommendations
 - Human Perspective 7th Edition Ex 25 User Reviews and Ratings
 - Human Perspective 7th Edition Ex 25 and Bestseller Lists
5. Accessing Human Perspective 7th Edition Ex 25 Free and Paid eBooks
 - Human Perspective 7th Edition Ex 25 Public Domain eBooks
 - Human Perspective 7th Edition Ex 25 eBook Subscription Services
 - Human Perspective 7th Edition Ex 25 Budget-Friendly Options

6. Navigating Human Perspective 7th Edition Ex 25 eBook Formats
 - ePub, PDF, MOBI, and More
 - Human Perspective 7th Edition Ex 25 Compatibility with Devices
 - Human Perspective 7th Edition Ex 25 Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Human Perspective 7th Edition Ex 25
 - Highlighting and Note-Taking Human Perspective 7th Edition Ex 25
 - Interactive Elements Human Perspective 7th Edition Ex 25
8. Staying Engaged with Human Perspective 7th Edition Ex 25
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Human Perspective 7th Edition Ex 25
9. Balancing eBooks and Physical Books Human Perspective 7th Edition Ex 25
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Human Perspective 7th Edition Ex 25
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Human Perspective 7th Edition Ex 25
 - Setting Reading Goals Human Perspective 7th Edition Ex 25
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Human Perspective 7th Edition Ex 25
 - Fact-Checking eBook Content of Human Perspective 7th Edition Ex 25
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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