

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

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Human Resource Management David Lewin, Daniel J. B. Mitchell, 1995

Service Science John Maleyeff, 2020-08-03 To remain relevant in today's world practitioners should presume that they have two jobs first to do their work effectively so that they provide value to the organization second to improve how the work is done so that their organization remains competitive This book offers clear guidance to excel at this ubiquitous second job Informed by an appreciation that most personnel that work in any firm even firms that are manufacturing oriented routinely provide services as a key element of their jobs this book explains how to provide and improve internal customer service regardless of industry or role It illustrates the common features or service process DNA while providing a diverse set of examples to enhance understanding Written by a pioneer in the development of principles and methodologies that address services in a structured and distinctive manner this book stresses that service processes are distinctly different from manufacturing processes Rigorous and practical this book will appeal to students and professionals alike in business hospitality industrial management public health and other fields Online resources include Excel files that act as templates to help with quantitative analysis routines

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The Human Resources Glossary William R. Tracey, Daniel A. Bronstein, 2003-12-29 The fast paced world of human resources HR management development and utilization requires HR professionals to fill many roles and speak many languages The Human Resources Glossary answers the demand for a single authoritative source that compiles and explains the vocabulary of HR practitioners This glossary defines HR terms and explains th

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Fire Officer Michael J. Ward,Iafc,2013-12-06 Your Complete Fire Officer I and Fire Fighter II Training Solution The National Fire Protection Association NFPA and the International Association of Fire Chiefs IAFC are pleased to bring you the Third Edition of Fire Officer Principles and Practice the next step in the evolution of Fire Officer I and II training Covering the entire spectrum of the 2014 Edition of NFPA 1021 Standard for Fire Officer Professional Qualifications the Third Edition includes the following updates Separation of Fire Officer I and II Level content throughout the textbook and student instructor and technology resources The latest developments in social media and media relations NIST research on fire dynamics fire fighter safety and health issues and fireground accountability and rapid intervention practices A reorganization of chapters to improve course delivery including a new chapter on Rules of Engagement New end of chapter tools including Fire Captain Fire Officer II activities and comprehensive case studies that progress within each chapter throughout the textbook All new Voices of Experience essays and Near Miss Reports Addresses the course objectives for FESHE s Principles of Fire and Emergency Service Administration model curriculum Build the next generation of great fire service leaders with the Third Edition of Fire Officer Principles and Practice *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

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

WHO list of priority medical devices for management of cardiovascular diseases and diabetes, 2021-01-26 The final goal of this publication is to guide on the selection of medical devices This increases access to medical devices required to prevent diagnose and treat cardiovascular diseases including stroke and diabetes especially in low and middle resource settings This publication is intended for Ministries of Health public health planners health technology managers disease managers researchers policy makers funding and procurement agencies and support and advocacy groups for patients suffering from cardiac diseases stroke and diabetes It serves to inform policy makers and technical decision makers on the selection of medical devices required for the package of benefits and interventions for a target population in the context of universal health coverage

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

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