
HRM EXAM 1 - CHAPTER 1 QUESTIONS AND ANSWERS

competitiveness - Answer- A company's ability to maintain and gain market share in its industry

Human Resource Management - Answer- the policies, practices, and systems that influence employees' behavior, attitudes, and performance

Shared services HR model - Answer- An HR organizational structure where specific functions of HR expertise develop HR policies and units of HR can determine what it needs for the menu of services.

self-service - Answer- Giving employees online access to HR information. Allowing HR to face less day to day task and focus on big picture

Outsourcing - Answer- An organization's use of an outside organization for a broad set of services.

Evidence-based HR - Answer- Demonstrating that human resource practices have a positive influence on the company's bottom line or key stakeholders (employees, customers, community, shareholders).

HR or Workforce Analytics - Answer- The practice of using data from HR databases and other data sources to make evidence-based human resource decisions.

Big Data - Answer- Information merged from a variety of sources, including HR databases, corporate financial statements, and employee surveys, to make evidence-based HR decisions and show that HR practices can influence the organization's bottom line.

Human Resources sustainability - Answer- Ability to make a profit without sacrificing the resources of its employees, the community, or the environment.

Stakeholders - Answer- All the people who stand to gain or lose by the policies and activities of a business and whose concerns the business needs to address.

STEM skills - Answer- Science, technology, engineering, and math skills that U.S. employers need and value, but employees lack.

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Jin-Ying Zhang



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