

## 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

# Hr Technician Practice Test

**Jiyuan Zhang**

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## **Table of Contents Hr Technician Practice Test**

1. Understanding the eBook Hr Technician Practice Test
  - The Rise of Digital Reading Hr Technician Practice Test
  - Advantages of eBooks Over Traditional Books
2. Identifying Hr Technician Practice Test
  - 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 Hr Technician Practice Test
  - User-Friendly Interface
4. Exploring eBook Recommendations from Hr Technician Practice Test
  - Personalized Recommendations
  - Hr Technician Practice Test User Reviews and Ratings
  - Hr Technician Practice Test and Bestseller Lists
5. Accessing Hr Technician Practice Test Free and Paid eBooks
  - Hr Technician Practice Test Public Domain eBooks
  - Hr Technician Practice Test eBook Subscription Services
  - Hr Technician Practice Test Budget-Friendly Options

6. Navigating Hr Technician Practice Test eBook Formats
  - ePub, PDF, MOBI, and More
  - Hr Technician Practice Test Compatibility with Devices
  - Hr Technician Practice Test Enhanced eBook Features
7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Hr Technician Practice Test
  - Highlighting and Note-Taking Hr Technician Practice Test
  - Interactive Elements Hr Technician Practice Test
8. Staying Engaged with Hr Technician Practice Test
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Hr Technician Practice Test
9. Balancing eBooks and Physical Books Hr Technician Practice Test
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Hr Technician Practice Test
10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
11. Cultivating a Reading Routine Hr Technician Practice Test
  - Setting Reading Goals Hr Technician Practice Test
  - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Hr Technician Practice Test
  - Fact-Checking eBook Content of Hr Technician Practice Test
  - 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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