

Chapter 4

Human resource management and the law

Multiple choice questions - Factual

1. The employer-employee relationship must operate within the boundaries of:

- a. the organisation's production facilities or work sites.
- b. accepted ethical values and behaviours.
- c. numerous legal issues.
- d. what the CEO considers to be suitable or appropriate.

General Feedback: Page 122.

2. Employees are defined as workers employed under a contract of service whereas independent contractors are employed:

- a. under minimum award conditions.
- b. with full statutory rights and obligations.
- c. for indefinite employment periods.
- d. under a contract for services.

General Feedback: Page 122.

3. The sources of legal obligations are:

- a. statutes, awards, common law, contracts.
- b. contracts, statutes, awards, statutory agreements, common law.
- c. formal contracts, informal contracts, statutes, awards.
- d. employer's duties, employee's duties.

General Feedback: Page 123.

4. In drafting employment contracts, employers often fail to consider terms other than:

- a. remuneration and hours of work.
- b. redundancy payments and non-competition clauses.
- c. probationary and termination periods.
- d. leave and other non-salary benefits.

General Feedback: Page 123.

5. The prevailing implication of the Riverwood decision for employers is that they need to:

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Table of Contents Hrm Multiple Choice Questions And Answers

1. Understanding the eBook Hrm Multiple Choice Questions And Answers
 - The Rise of Digital Reading Hrm Multiple Choice Questions And Answers
 - Advantages of eBooks Over Traditional Books
2. Identifying Hrm Multiple Choice Questions And Answers
 - 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 Hrm Multiple Choice Questions And Answers
 - User-Friendly Interface

4. Exploring eBook Recommendations from Hrm Multiple Choice Questions And Answers
 - Personalized Recommendations
 - Hrm Multiple Choice Questions And Answers User Reviews and Ratings
 - Hrm Multiple Choice Questions And Answers and Bestseller Lists
5. Accessing Hrm Multiple Choice Questions And Answers Free and Paid eBooks
 - Hrm Multiple Choice Questions And Answers Public Domain eBooks
 - Hrm Multiple Choice Questions And Answers eBook Subscription Services
 - Hrm Multiple Choice Questions And Answers Budget-Friendly Options
6. Navigating Hrm Multiple Choice Questions And Answers eBook Formats
 - ePub, PDF, MOBI, and More
 - Hrm Multiple Choice Questions And Answers Compatibility with Devices
 - Hrm Multiple Choice Questions And Answers Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Hrm Multiple Choice Questions And Answers
 - Highlighting and Note-Taking Hrm Multiple Choice Questions And Answers
 - Interactive Elements Hrm Multiple Choice Questions And Answers
8. Staying Engaged with Hrm Multiple Choice Questions And Answers
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Hrm Multiple Choice Questions And Answers
9. Balancing eBooks and Physical Books Hrm Multiple Choice Questions And Answers
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Hrm Multiple Choice Questions And Answers
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Hrm Multiple Choice Questions And Answers
 - Setting Reading Goals Hrm Multiple Choice Questions And Answers
 - Carving Out Dedicated Reading Time

12. Sourcing Reliable Information of Hrm Multiple Choice Questions And Answers
 - Fact-Checking eBook Content of Hrm Multiple Choice Questions And Answers
 - 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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