

HRM Exam 1 Questions and Answers

Define Human Resources management? - Answer- The policies, practices and systems that influence employees' behavior, attitudes and performance

Human Resources Management is also known as - Answer- People Practices

How does one link HRM and Business strategy - Answer- What is HR doing to ensure that the right people with the right skills are doing the right things in the jobs that are important for the execution of the business strategy?

What is HRM

All of these are linked and add value to the firm - Answer- > Job analysis

>Planning and Recruitment

>Selection and Legal Issues

> Training

-are there any gaps in skills that you need a employee to have for the job

>Performance Management

>Employee Development

-are there more skills that an employee needs

>Compensation

>Retention and Separation

-How can we keep the current good employees and weed out the employees that don't

Strategic Management - Answer- is a process for analyzing a company's competitive situation, developing devising a plan of action and allocation of resources that will help a company achieve its goals

Strategic HRM - Answer- >Is the pattern of planned human resource deployments and activities intended to enable an organization to achieve its goals

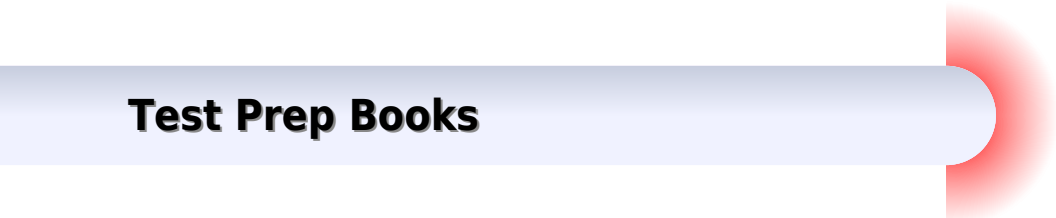
>Strategic HRM ensures that a firm's HR choices fit and support its strategy

Does the HRM department add value to a firm - Answer- Yes, because if the HR department is helping pick the employees, helps create a cohesive culture, as well as help pick an employee based on things other than degree and experience

HR resources are - Answer- rare, inimitable, and thus contributes to organizational effectiveness

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