
Human Resource Management Study Guide Question and Answers

Graphology

Answer: scientific analysis of your handwriting

Critical Incident Method

Answer: Keeping a record of an employees positive or negative behavior

Factor Comparison

Answer: for a few predetermined key jobs, points are allotted and wage rates for such key jobs are fixed.

Environmental Stress

Answer: Background noise

piece rate

Answer: paid per piece completed instead of per hour

eustress

Answer: stress that we can use positively for our personal growth

predictive validity test

Answer: an applicant is teste, hired then evaluated by their current supervisor

KSAO

Answer: A person's knowledge skills, abilities and other characteristics

alternation ranking method

Answer: rates employees as a group from best to worst on a particular area

paired comparison method

Answer: comparing each employee to every other employee in a particular area

behaviorally anchored rating scale

Answer: matches rating with employee behavior

ADEA

Answer: Age Discrimination in Employment act of 1967

WARN

Answer: Worker Adjustment and Retraining Notification Act

Job Design

Answer: ideal traits for a position

job analysis

Answer: categorizing exactly what skills and tasks a specific job requires

Human Resource Management Study Guide

Michael Hoelscher



Human Resource Management Study Guide:

Human Resource Management Study Guide Book Review: Unveiling the Power of Words

In a world driven by information and connectivity, the ability of words has become much more evident than ever. They have the capacity to inspire, provoke, and ignite change. Such may be the essence of the book **Human Resource Management Study Guide**, a literary masterpiece that delves deep into the significance of words and their affect on our lives. Written by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we shall explore the book's key themes, examine its writing style, and analyze its overall impact on readers.

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