

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

Human Resource Analyst Test Study Guide

Daniela Niemeyer



Human Resource Analyst Test Study Guide:

PMI-PBA® Exam Practice Test and Study Guide Brian Williamson, 2017-11-07 The PMI PBA Exam Practice Test and Study Guide attempts to address all your questions and concerns by providing two of the most sought after study aids memory maps and practice questions The systematic use of memory maps helps aid in the efficient recall of information and can boost confidence during the exam Well crafted practice questions are fantastic study aids that can be used to track your progress as you learn new concepts introduce you to the complex sentence structure that is likely to appear on the exam and concentrate your studies by domain essentially preparing you to pass the very challenging PMI PBA Exam in the allotted four hours In addition to study hints and exam topics this book provides references to tools and techniques that should be incorporated into your work immediately For each of the five domains outlined in the PMI Professional in Business Analysis PMI PBA Examination Content Outline 2013 the ECO twenty practice questions test your knowledge Also included is a challenging 200 question practice exam which is representative of the actual exam To enhance your studies a timed online simulated exam is also provided At the end of the simulated exam you can see your score per the number of questions you answered correctly These exam questions are crafted to foster learning and reinforce content they are not obscure or overly complicated but rather are representative of the actual exam Knowing what to do must be translated into doing what you know This book helps you prepare for the PMI PBA exam by instilling knowledge and encouraging critical thinking As a result the skills attained can lead to improved project success and outcomes and you ll have a much stronger understanding of the material along with the tools and techniques of business analysis PMI PBA is a registered trademark of the Project Management Institute [Phr professional in human resources exam prep 2025-2026](#) Elliot Spencer, 2025-08-26 Are you putting your HR career on the line by walking into the PHR exam unprepared You ve worked hard to build your experience refine your skills and prove your value in the world of human resources But now you re facing the PHR Professional in Human Resources certification exam one of the most pivotal career moments for any HR professional and the pressure is real With rising competition evolving HR laws and higher expectations from employers the fear of failing this crucial exam isn t just anxiety it s a potential career setback This is where PHR Professional in Human Resources Exam Prep 2025 2026 becomes your game changer Written with insight precision and purpose this guide was created for professionals just like you driven capable and striving to take the next big step with confidence More than just a study guide this comprehensive resource is a powerful companion that demystifies the exam and walks you through everything you need to know with clarity and intention Whether you re battling test anxiety unsure where to focus your study efforts or just need a clear roadmap to follow this book delivers exactly what you need nothing more nothing less Inside you ll discover over 500 meticulously crafted practice questions that mirror the format difficulty and nuance of the actual exam But it doesn t stop there each question comes with detailed rationales helping you understand the why behind every answer so you can truly internalize the

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