

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 Resources Technician Sample Test

Heather Prendergast



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Reforming (Transforming?) a Public Human Resource Management Agency Ronald R. Sims,2010-06-01 This book offers a first hand look at the importance of human resource management HRM processes to not just one public agency but a large group of public administration entities that rely on a public HRM agency the Personnel Board of Jefferson County for its HRM processes More specifically the book describes a more than three year effort undertaken by the author as a federally appointed court receiver to reform or what some have referred to as transform a public HRM agency from a model of inefficiency to one now considered best in the business The book provides the details of the reform or transformation effort in addition to offering suggestions on how to bring about similar civil services and HRM reform in particular and government agencies in general The book is intended to fill a gap in the current literature while serving as a key work that highlights the importance of bringing about change in a public HRM entity Timely and topical the book will be of great interest both to public administration personnel in general and others in the fields of HRM and public sector management and to management practitioners and others keen to inform their ability to bring about successful change *HumRRO Research Report* ,1958

A Practical Guide to Global Point-of-Care Testing Mark Shephard OAM,2016-11-01 Point of care testing POCT refers to pathology testing performed in a clinical setting at the time of patient consultation generating a rapid test result that enables informed and timely clinical action to be taken on patient care It offers patients greater convenience and access to health services and helps to improve clinical outcomes POCT also provides innovative solutions for the detection and management of chronic acute and infectious diseases in settings including family practices Indigenous medical services community health facilities rural and remote areas and in developing countries where health care services are often geographically isolated from the nearest pathology laboratory A Practical Guide to Global Point of Care Testing shows health professionals how to set up and manage POCT services under a quality assured sustainable clinically and culturally effective framework as well as understand the wide global scope and clinical applications of POCT The book is divided into three major themes the management of POCT services a global perspective on the clinical use of POCT and POCT for specific clinical settings Chapters within each theme are written by experts and explore wide ranging topics such as selecting and evaluating devices POCT for diabetes coagulation disorders HIV malaria and Ebola and the use of POCT for disaster management and in extreme environments Figures are included throughout to illustrate the concepts principles and practice of POCT Written for

a broad range of practicing health professionals from the fields of medical science health science nursing medicine paramedic science Indigenous health public health pharmacy aged care and sports medicine A Practical Guide to Global Point of Care Testing will also benefit university students studying these health related disciplines **Human Resource Management** Greg L. Stewart, Kenneth G. Brown, 2009 Human Resource Management provides readers with a framework for determining the human resources decisions that are most appropriate given specific organisational strategies This helps them develop a set of human resource tools as well as become proficient at determining when each tool should be used

Resources in Education ,1998 *Ebook: Fundamentals of Human Resource Management* Raymond Noe, John Hollenbeck, Barry Gerhart, Patrick Wright, 2014-10-16 Fundamentals of Human Resource Management 5th Edition by Noe Hollenbeck Gerhart and Wright is specifically written to provide a complete introduction to human resource management for the general business manager This book is the most engaging focused and applied HRM text on the market **aPHR**

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Front Office Management for the Veterinary Team E-Book Heather Prendergast, 2018-12-20 NEW Strategic Planning chapter discusses how to strategically plan for the successful future of the veterinary hospital and will include details on growing the practice planning the workforce meeting consumer needs and increasing the value of the practice NEW The Leadership Team chapter discusses how leadership affects the paraprofessional staff provides suggestions for effective leadership strategies and methods to set expectations for employees including attracting and retaining employees leveraging empowering and driving employee engagement NEW Standard Operating Procedures provides a checklist of important tasks associated with that chapter that must be addressed completed

in the veterinary practice setting Journal of the House of Representatives of the United States United States. Congress. House,1972 Some vols include supplemental journals of such proceedings of the sessions as during the time they were depending were ordered to be kept secret and respecting which the injunction of secrecy was afterwards taken off by the order of the House **Digital Business** Srikanta Patnaik,Xin-She Yang,Madjid Tavana,Florin Popentiu-Vlădicescu,Feng Qiao,2018-07-26 This edited book presents contributions from three different areas cloud computing digital mess and business algorithms on a single platform i e Digital Business The book is divided into four sections i Digital Business Transformation ii Cloud Computing iii IOT Mobility and iv Information Management Social Media which are part of a holistic approach to information management and connecting the value chains of businesses to derive more throughput in the entire business ecosystem Digital business is a niche area of computer science and business management and its dimension is vast it includes technologies such as cloud computing Internet of Things mobile platforms big data applied in areas like ERP data mining and business intelligence Digital technologies have also challenged existing business models and will continue to do so One of the key driving forces is the capacity of innovation and the commercialization of information and communication technologies Providing insights into the new paradigm of digital business the book is a valuable resource for research scholars academics and professionals

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