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## HRM EXAM 1 - CHAPTER 1 QUESTIONS AND ANSWERS

**competitiveness** - Answer- A company's ability to maintain and gain market share in its industry

**Human Resource Management** - Answer- the policies, practices, and systems that influence employees' behavior, attitudes, and performance

**Shared services HR model** - Answer- An HR organizational structure where specific functions of HR expertise develop HR policies and units of HR can determine what it needs for the menu of services.

**self-service** - Answer- Giving employees online access to HR information. Allowing HR to face less day to day task and focus on big picture

**Outsourcing** - Answer- An organization's use of an outside organization for a broad set of services.

**Evidence-based HR** - Answer- Demonstrating that human resource practices have a positive influence on the company's bottom line or key stakeholders (employees, customers, community, shareholders).

**HR or Workforce Analytics** - Answer- The practice of using data from HR databases and other data sources to make evidence-based human resource decisions.

**Big Data** - Answer- Information merged from a variety of sources, including HR databases, corporate financial statements, and employee surveys, to make evidence-based HR decisions and show that HR practices can influence the organization's bottom line.

**Human Resources sustainability** - Answer- Ability to make a profit without sacrificing the resources of its employees, the community, or the environment.

**Stakeholders** - Answer- All the people who stand to gain or lose by the policies and activities of a business and whose concerns the business needs to address.

**STEM skills** - Answer- Science, technology, engineering, and math skills that U.S. employers need and value, but employees lack.

# Hrm 32final Exam Questions

**Yan Bai**



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