

Chapter 4

Human resource management and the law

Multiple choice questions - Factual

1. The employer-employee relationship must operate within the boundaries of:

- a. the organisation's production facilities or work sites.
- b. accepted ethical values and behaviours.
- c. numerous legal issues.
- d. what the CEO considers to be suitable or appropriate.

General Feedback: Page 122.

2. Employees are defined as workers employed under a contract of service whereas independent contractors are employed:

- a. under minimum award conditions.
- b. with full statutory rights and obligations.
- c. for indefinite employment periods.
- d. under a contract for services.

General Feedback: Page 122.

3. The sources of legal obligations are:

- a. statutes, awards, common law, contracts.
- b. contracts, statutes, awards, statutory agreements, common law.
- c. formal contracts, informal contracts, statutes, awards.
- d. employer's duties, employee's duties.

General Feedback: Page 123.

4. In drafting employment contracts, employers often fail to consider terms other than:

- a. remuneration and hours of work.
- b. redundancy payments and non-competition clauses.
- c. probationary and termination periods.
- d. leave and other non-salary benefits.

General Feedback: Page 123.

5. The prevailing implication of the Riverwood decision for employers is that they need to:

Hrm Multiple Choice Questions And Answers

Daniela Niemeyer



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Hrm Multiple Choice Questions And Answers Book Review: Unveiling the Magic of Language

In an electronic digital era where connections and knowledge reign supreme, the enchanting power of language has become more apparent than ever. Its ability to stir emotions, provoke thought, and instigate transformation is truly remarkable. This extraordinary book, aptly titled "**Hrm Multiple Choice Questions And Answers**," written by a very acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound affect our existence. Throughout this critique, we will delve in to the book is central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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