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MULTIPLE CHOICE

- 1. Which of the following statements is true of the functions of human resource management?
 - It is a clerical operation in large companies concerned with payroll and employee records.
 - It refers to a department which looks into the legal ramifications of policies and procedures that affect only the employees in an organization.
 - It is a function concerned with costs, planning, and the implications of various strategies for organizations.
 - It refers to a design of formal systems in an organization to manage human talent for accomplishing organizational goals.
 - ANS: D PTS: 1 DIF: Moderate
 NAT: BUSPROG: Analytic TOP: What is Human Resource Management?
 KEY: Bloom's: Comprehension PAGE: 02
- 2. A useful way to measure the productivity of a workforce is:
 - a. to determine the total cost of people required for each unit of output.
 - to determine the total cost of people required for an output of 100 units.
 - to determine the total cost of people required to complete a day's worth of work.
 - d. to determine the total cost of people required to complete a year's worth of work.
 - ANS: A PTS: 1 DIF: Moderate
 NAT: BUSPROG: Analytic TOP: Where Employees Can Be a Core Competency
 KEY: Bloom's: Comprehension PAGE: 04
- a method to increase employee productivity, involves eliminating layers of management and changing reporting relationships, as well as cutting staff through downsizing, layoffs, and early retirement buyout programs.
 - a. Organizational restructuring
 - b. Redesigning work
 - c. Aligning human resource activity
 - d. Outsourcing

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