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# Human Resource Management Exam 1 (Chapters 1-4) Question & Answers 2024

*Human Resource Management (HRM) - **Correct Answer** Policies, practices, systems that influence employee behavior, attitude, performance*

*Human Capital - **Correct Answer** Organization's employees, training, experience, judgement, intelligence, relationship insight adding economic value to organization*

*High-Performance Work System - **Correct Answer** Organization where technology, structures people, processes work together seamlessly giving organization advantage in competitive environment*

*3 HR Responsibilities - **Correct Answer***

- 1. Administer services/transactions*
- 2. Partner services*
- 3. Strategy*

*Job Analysis - **Correct Answer** Getting detailed info about jobs*

*Job Design - **Correct Answer** Defining how work will be performed/tasks required*

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