

## 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 Analyst Civil Service Exam Questions

**SB Merriam**



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In a global taken by screens and the ceaseless chatter of fast transmission, the melodic beauty and psychological symphony produced by the written term frequently diminish into the back ground, eclipsed by the relentless sound and interruptions that permeate our lives. However, located within the pages of **Human Resources Analyst Civil Service Exam Questions** a stunning literary value full of natural feelings, lies an immersive symphony waiting to be embraced. Crafted by a masterful musician of language, this captivating masterpiece conducts viewers on an emotional trip, well unraveling the hidden melodies and profound affect resonating within each carefully crafted phrase. Within the depths of the moving analysis, we can examine the book is main harmonies, analyze its enthralling writing fashion, and submit ourselves to the profound resonance that echoes in the depths of readers souls.

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