

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:

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Questions and Answers (Quiz & Tests with Answer Keys) Arshad Iqbal, 2016 **X-Kit Undergraduate Human Resource Management**, 2006 Human Resource Management Multiple Choice Questions and Answers (MCQs) Arshad

Iqbal, 2020-04-14 Human Resource Management MCQs Multiple Choice Questions and Answers Quiz Tests with Answer Keys provides mock tests for competitive exams to solve 763 MCQs Human Resource Management MCQ with answers helps with theoretical conceptual and analytical study for self assessment career tests This book can help to learn and practice Human Resource Management quizzes as a quick study guide for placement test preparation Human Resource Management Multiple Choice Questions and Answers MCQs is a revision guide with a collection of trivia quiz questions and answers on topics benefits and services coaching careers and talent management employee testing and selection establishing strategic pay plans ethics justice and fair treatment human resource planning and recruiting interviewing candidates introduction human resource management job analysis labor relations and collective bargaining managers role in strategic HRM managing global human resources pay for performance and financial incentives performance management and appraisal training and developing employees to enhance teaching and learning Human Resource Management Quiz Questions and Answers also covers the syllabus of many competitive papers for admission exams of different universities from business administration textbooks on chapters Benefits and Services Multiple Choice Questions 24 MCQs Coaching Careers and Talent Management Multiple Choice Questions 203 MCQs Employee Testing and Selection Multiple Choice Questions 23 MCQs Establishing Strategic Pay Plans Multiple Choice Questions 114 MCQs Ethics Justice and Fair Treatment Multiple Choice Questions 17 MCQs Human Resource Planning and Recruiting Multiple Choice Questions 8 MCQs Interviewing candidates Multiple Choice Questions 12 MCQs Introduction to Human Resource Management Multiple Choice Questions 33 MCQs Job Analysis Multiple Choice Questions 22 MCQs Labor Relations and Collective Bargaining Multiple Choice Questions 31 MCQs Managers Role in Strategic HRM Multiple Choice Questions 70 MCQs Managing Global Human Resources Multiple Choice Questions 13 MCQs Pay for Performance and Financial Incentives Multiple Choice Questions 48 MCQs Performance Management and Appraisal Multiple Choice Questions 67 MCQs Training and Developing Employees Multiple Choice Questions 78 MCQs The chapter Benefits and Services MCQs covers topics of benefits picture flexible benefits programs insurance benefits and retirement benefits The chapter Coaching Careers and Talent Management MCQs covers topics of talent management career development and management career management and jobs career management basics career management guide employee motivation employer life cycle career management finding jobs improving coaching skills managing career career and job managing your career and finding a job performance appraisal in HRM The chapter Employee Testing and Selection MCQs covers topics of basic testing concepts how to validate a test and types of tests The chapter Establishing Strategic Pay Plans MCQs covers topics of basic factors in determining pay rates calculating pay rates calculating salary rates competency based interviews competency based pay determining job pay rates determining job salary rates equity theory human resource

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foundational concepts and practical insights comprising five parts namely Introduction Procurement Job analysis and job design Training and development and Appraisal and audit It comprises total of fifteen chapters in these five parts which focus on HRM facets including strategic HR management human resource policies planning job analysis recruitment selection placement and induction training performance appraisal and so on The second volume continues with advanced topics detailed explorations and practical insights through Chapters 16 to 27 delving into wage and salary administration maintenance industrial relations and HRM in 21st Century This two volume work ensures that each volume remains comprehensive and cohesive offering a well structured and logical progression of content The two volume textbook addresses contemporary issues in HR and provides strategies and solutions for resolving these problems successfully providing practical insights through case studies caselets hands on experience activities and individual and group activities helping students bridge the gap between theory and practice and teachers deliver lessons more effectively

Human Resource Management John Bratton, Jeff Gold, Andrew Bratton, Laura Steele, 2021-12-30 Authoritatively and expertly written the new seventh edition of Bratton and Gold's Human Resource Management builds upon the enduring strengths of this renowned book Thoroughly updated topical and accessible this textbook explores the theory and practice of human resource management and will encourage your students to reflect critically on the realities of the ever changing world of work The new edition truly captures the zeitgeist of contemporary human resource management With coverage of the Covid 19 pandemic in relation to business ethics physical and mental wellbeing inequality and the rise of the gig economy and precarious work students will feel connected to the complex issues that face workers organisations and wider society This edition also includes expanded coverage on the ever palpable effects of globalization and technological change and explores the importance of sustainable practice Students will gain critical insight into the realities of contemporary HRM engaging with the various debates and tensions inherent in the employment relationship and understanding the myriad of different theories underpinning human resource management New to this edition New Ethical Insight boxes explore areas of current ethical concern in trends and practice New Digital Spotlight boxes explore innovations in technology analytics and AI and the impact on workers and organisations Topical coverage on job design and the rise of the gig economy and precarious work A critical discussion of the core themes and debates around human resource management in the post Covid 19 era including mental health and wellbeing A rich companion website packed with extra resources including video interviews with HR professionals work related films bonus case studies links to employment law and vocab checklists for ESL students make this an ideal text for online or blended learning

Human Resource Management Jonathan Crawshaw, Pawan Budhwar, Ann Davis, 2023-11-10 This popular text treats international strategic and contemporary issues as central to the study and practice of Human Resource Management Its practical focus helps you develop the skills needed for the world of work through learning features such as HRM in Practice Developing Key Skills and Debating HRM The fourth edition has been

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