# Human Resource Management study guide examination with the correct marking scheme

- Employer Branding Correct Answer The firm's corporate image or culture created to attract and retain desirable employees.
- Human Resource Management Correct Answer The utilization of individuals to achieve organizational objectives.
- SWOT analysis Correct Answer a planning tool used to analyze an organization's strengths, weaknesses, opportunities, and threats
- Staffing Correct Answer process through which an organization ensures that it always has the proper number of employees with the appropriate skills in the right jobs at the right time.
- Staffing involves: Correct Answer Job analysis, HR Planning, recruitment, Selection
- Eleven external Factors that affect a firms resources Correct Answer Legal considerations, labor market, society, political parties, unions, shareholders, competition, customers, technology, economy, unanticipated events
- Internal factors that affect a firms resources Correct Answer operations, marketing, finance, other functional areas
- The five forces that shape industry competition are: Correct Answer Threat of new entrants.
- 9. Bargaining power of buyers.
- Threat of Substitute Products or services.
- 11. Bargaining power of suppliers.
- 12. Rivalry of Existing Competitors
- Selection Correct Answer The process of choosing from a group of applicants, the individual best suited for a particular position.
- Human Resource Outsourcing (HRO) Correct Answer Process of hiring external H.R. professionals to do the HR work that was previously done internally.

# **Human Resource Management Study Guide**

**RC Schank** 

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