

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 Exam Study Guide

Mike Jess



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Table of Contents Human Resources Analyst Exam Study Guide

1. Understanding the eBook Human Resources Analyst Exam Study Guide
 - The Rise of Digital Reading Human Resources Analyst Exam Study Guide
 - Advantages of eBooks Over Traditional Books
2. Identifying Human Resources Analyst Exam Study Guide
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Human Resources Analyst Exam Study Guide
 - User-Friendly Interface
4. Exploring eBook Recommendations from Human Resources Analyst Exam Study Guide
 - Personalized Recommendations
 - Human Resources Analyst Exam Study Guide User Reviews and Ratings
 - Human Resources Analyst Exam Study Guide and Bestseller Lists
5. Accessing Human Resources Analyst Exam Study Guide Free and Paid eBooks
 - Human Resources Analyst Exam Study Guide Public Domain eBooks
 - Human Resources Analyst Exam Study Guide eBook Subscription Services
 - Human Resources Analyst Exam Study Guide Budget-Friendly Options
6. Navigating Human Resources Analyst Exam Study Guide eBook Formats

- ePub, PDF, MOBI, and More
- Human Resources Analyst Exam Study Guide Compatibility with Devices
- Human Resources Analyst Exam Study Guide Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Human Resources Analyst Exam Study Guide
 - Highlighting and Note-Taking Human Resources Analyst Exam Study Guide
 - Interactive Elements Human Resources Analyst Exam Study Guide
- 8. Staying Engaged with Human Resources Analyst Exam Study Guide
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Human Resources Analyst Exam Study Guide
- 9. Balancing eBooks and Physical Books Human Resources Analyst Exam Study Guide
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Human Resources Analyst Exam Study Guide
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Human Resources Analyst Exam Study Guide
 - Setting Reading Goals Human Resources Analyst Exam Study Guide
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Human Resources Analyst Exam Study Guide
 - Fact-Checking eBook Content of Human Resources Analyst Exam Study Guide
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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