

# Human Resource Management study guide

## examination with the correct marking scheme

1. Employer Branding - **Correct Answer** The firm's corporate image or culture created to attract and retain desirable employees.
2. Human Resource Management - **Correct Answer** The utilization of individuals to achieve organizational objectives.
3. SWOT analysis - **Correct Answer** a planning tool used to analyze an organization's strengths, weaknesses, opportunities, and threats
4. 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.
5. Staffing involves: - **Correct Answer** Job analysis, HR Planning, recruitment, Selection
6. 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
7. Internal factors that affect a firms resources - **Correct Answer** operations, marketing, finance, other functional areas
8. The five forces that shape industry competition are: - **Correct Answer** Threat of new entrants.
9. Bargaining power of buyers.
10. Threat of Substitute Products or services.
11. Bargaining power of suppliers.
12. Rivalry of Existing Competitors
13. Selection - **Correct Answer** The process of choosing from a group of applicants, the individual best suited for a particular position.
14. 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

**Rachel Sandford**



## **Human Resource Management Study Guide:**

## **Human Resource Management Study Guide** Book Review: Unveiling the Magic of Language

In an electronic era where connections and knowledge reign supreme, the enchanting power of language has become much more apparent than ever. Its capability to stir emotions, provoke thought, and instigate transformation is actually remarkable. This extraordinary book, aptly titled "**Human Resource Management Study Guide**," compiled by a very acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound effect on our existence. Throughout this critique, we will delve into the book's central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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