

Human Resource Management Practice Exam Questions with Answers

1. What can HRM do for you as a manager?
 - a. Evaluate me on my management philosophy.
 - b. Supply me with tools I need to execute the business strategy.
 - c. Determine the long range goals for my department.
 - d. Offer me suggestions to inflate my department's performance metrics.

2. The HR manager is visiting your store location tomorrow and you are trying to explain to your employees what HR does for the company. What should you say is HR's primary purpose?
 - a. Advising you about the best goods, services, and methods for competing in the local market.
 - b. Helping you prevent employee union membership from increasing and driving up costs.
 - c. Assisting you with attracting, motivating, rewarding and retaining employees.
 - d. Providing you with strategies for discriminating against protected classes.

3. You want to make the most out of the HR Manager's visit so you are trying to decide which HRM function you need the most help with right now. You want to learn more about how to align individual employee's goals with the overall organization's goals. Which HRM function covers your concern?
 - a. Staffing
 - b. Performance management
 - c. Training and development
 - d. Rewards and benefits

4. During the HR Manager's visit, she asks you how you see HRM influencing organizational performance. You respond:
 - a. It provides managers with guidance in meeting hiring quotas.
 - b. It eliminates unnecessary goods and services offered by the organization.
 - c. It transforms employee potential into actual performance.
 - d. It assists the organization with creating marketing materials for its products.

5. You have just accepted a position at a new company, and you are learning about the organizational culture. You find that employees tend to stay with the company for a long time and that loyalty is a key virtue. What type of organizational culture exists at this company?
 - a. Bureaucratic
 - b. Consensual
 - c. Entrepreneurial
 - d. Competitive

Answers To Human Resource Questions

Brendan G. Carr

Answers To Human Resource Questions:

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