

## 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

**Fottler, McAfee, Nkomo**

## **Answers To Human Resource Questions:**

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**Human Resource Management** Lloyd L. Byars, Leslie W. Rue, 2000 This work emphasizes the practical aspects of human resource management HRM through examples placed throughout the text. It features new or expanded coverage of the impact of current HRM issues. HRM in Action boxes include special topics and company examples. *The Strategic Human Resource Management Sourcebook* Lloyd Baird, Craig Eric Schneier, Richard W. Beatty, 1988 **Im-App in Hr**

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**Human Resources Management** Wendell L. French, 2007 Ideal for management majors who plan to become HRM professionals this highly accessible text presents a conceptual model of the field placing HRM in the overall context of business management. Students gain a broad practical understanding of how HRM policies affect the workplace from productivity quality and customer service to employee morale. French addresses timely issues changing the current role of HRM including international topics technology and the Internet social responsibility and performance appraisal. Several pedagogical features reinforce the author s conceptual approach to human resources management. Chapter ending Experiential Exercises promote group discussion and role playing through real world challenges such as discrimination laws safe healthy work environments and negotiation skills. Comprehensive Cases taken from respected publications such as The New York Times and The Wall Street Journal explore contemporary issues in HRM like the new face of organized labor and the implications of an aging workforce. New Ethical Perspectives boxes expand on the ethical standards maintained by human resource managers today. Topics covered in this new feature include employee healthcare executive incentives and outsourcing. A Conceptual Model presents human resource management in the context of the overall management process. Students see the connections between HRM policies and organizational outcomes such as customer service productivity quality and employee morale. Cartoons with content based captions help students to interpret the concepts and real world issues facing HRM managers. International Perspective boxes present current timely issues the pros and cons of outsourcing U S educated immigrants returning home to work and employee involvement in foreign countries. Contemporary Perspectives explore HRM topics from managing change and hiring accountability to connecting pay to performance.

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