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1) Which of the following best describes a strategy which increases employee satisfaction by increasing the number of tasks that an employee performs and that increasing their control over those tasks? A. Job enlargement. B. Job rotation. C. Horizontal integration. D. Job enrichment. - ANSWER: D. Job enrichment.

2) Which of the following employees would be categorized as a non-exempt employee? A. A manager at an auto mechanic shop who spends approximately 20% of his/her time always working on cars. B. An accountant who spends 70% of the time working on tax preparation for clients. C. An inside salesperson who spends 60% of the time performing contract administration. D. A purchasing agent who spends 60% of the time evaluating and then making purchases from vendors' proposals. - ANSWER: C. An inside salesperson who spends 60% of the time performing contract administration.

3) Organizations should design orientation programs that enable new employees to meet the rest of the employees. _____. A. after they have adapted to the job B. as soon as possible C. one at a time D. within 60 days - ANSWER: B. as soon as possible

4) The attitude survey is a useful diagnostic approach if the potential focus of change initiatives is: A. a small unit or work group. B. the total organization. C. product-related D. technology-related - ANSWER: B. the total organization.

5) Under the ADA: A. those addicted to legal prescription drugs are not considered disabled. B. current illegal drug users are considered disabled. C. recovering substance abusers are considered disabled. D. addiction to alcohol is not considered a disability - ANSWER: A. those addicted to legal prescription drugs are not considered disabled.

2013 Shrm Final Exam Answers

Matthew Wilcher

2013 Shrm Final Exam Answers:

Defining HR Success Alexander Alonso, Debra J. Cohen, James N. Kurtessis, Kari R. Strobel, 2015-10-01 Today's HR professionals are expected to be valued team members and contribute as business partners delivering strategic value and solving complex talent challenges to achieve growth for the organization. *Defining HR Success* provides a deep dive into the nine core competencies that define high performing HR practitioners: HR Expertise, HR Knowledge, Business acumen, Communication, Consultation, Critical evaluation, Ethical practice, Global and cultural effectiveness, Leadership and navigation, Relationship management. The book helps readers assess their current capabilities and build the skills needed to lead and influence within their organizations. With clear explanations and practical applications, it's an essential guide for aligning HR strategy with business growth and provides HR professionals with a roadmap for personal development and professional excellence in a rapidly evolving field.

THE BIG BOOK OF JOBS 2012-2013 McGraw Hill, 2011-08-12 Up to date authoritative job information from the most trusted source, the U.S. Department of Labor. Does your resume tell employers what they really need to know? Which fields are showing the most growth opportunity? What is a realistic salary for the job you want? Whether you've recently earned a degree, decided to change careers, or reentered the workforce after an extended absence, this guide is the one you need to make the right decisions the first time around. The Job Seekers Guide provides expert advice on Choosing a career path, Building career management skills, Researching careers in the information age, Writing effective cover letters and polished resumes. The Occupational Outlook Handbook offers the latest statistics on Working conditions, Employment trends and outlooks, Training, qualifications and advancement, Salary ranges.

[Human Resource Management](#)
Human Resource Management Strategy and Practice Alan Nankervis, Marian Baird, Dr. Jane Coffey, John Shields, 2019-08-29 Now in its 10th edition, AHRI endorsed *Human Resource Management Strategy and Practice* provides a strong conceptual and practical framework for students of human resource management. The successful integrative strategic HRM model is retained and the most recent developments in human resource management theories and practices are explored. A multitude of contemporary regional and international examples are incorporated throughout, alongside expanded coverage on the future of work and emerging HRM issues. Thoroughly revised and updated with the latest research findings, this edition adopts a lateral approach to illustrating the evolving HRM landscape and promoting employability. Now available on the MindTap platform, *Human Resource Management Strategy and Practice* provides an optional online learning experience with interactive skills based activities as well as new opportunities for student engagement and revision. Premium online teaching and learning tools are available on the MindTap platform. Learn more about the online tools at cengage.com.au/mindtap

Fundamentals of Human Resource Management Robert N. Lussier, John R. Hendon, 2015-11-26 *Fundamentals of Human Resource Management* Functions, Applications, Skill Development takes a unique three pronged approach that gives students a clear understanding of important HRM concepts and functions, shows them how to apply those concepts, and helps them build a strong skill set they

can use in their personal and professional lives. Covering the vast majority of the 210 required SHRM Curriculum Guidebook topics required for undergraduates, *Fundamentals of Human Resource Management* gives the student the ability to successfully manage others in today's work environment. Authors Robert N. Lussier and John R. Hendon engage students with a variety of high quality applications and skill development exercises to improve students' comprehension and retention. The authors' emphasis on current trends and the challenges facing HR managers and line managers today provide students with key insights on important issues and prepare them for successful careers.

The SAGE Handbook of Sport Management

Russell Hoye, Milena M. Parent, 2016-11-15. *The SAGE Handbook of Sport Management* draws together the best current research on the major topics relevant to the field of sports management including leadership, gender, diversity, development, policy, tourism and media. Edited by two of the most respected figures in the field, the handbook includes contributions from leading sport management academics from Australia, Canada, New Zealand, USA, the UK and Europe.

SHRM-CP and SHRM-SCP Certification Exam Complete ALL-IN-ONE Study Guide: With Practice Questions, Answers, and Detailed Explanations

Olamide Asekun SPHR, SHRM-SCP, 2025-11-21. This SHRM Certified Professional SHRM CP and SHRM Senior Certified Professional SHRM SCP Certification Exam Complete All In One Study Guide enables you to take the exams with confidence and PASS. With complete coverage of every topic included on the SHRM certification exams, the SHRM Certified Professional SHRM CP and the SHRM Senior Certified Professional SHRM SCP. The book provides complete learning content, exam strategies and practice exam questions with in depth answers and explanations. This book offers complete coverage of the SHRM Body of Skills and Knowledge (BASK) including all of the following behavioral competency clusters and HR expertise domains for both exams: Leadership Cluster, Interpersonal Cluster, Business Cluster, People Knowledge Domain, Organization Knowledge Domain, Workplace Knowledge Domain. Content includes Complete practice exams including knowledge based questions, scenario based questions with a focused situational judgment items, Exam tips and strategies to ensure exam success. A complete review of all SHRM BASK sections PASS THE SHRM CP SCP EXAM WITH EASE PRACTICE TESTS, QUIZZES, EXAM SIMULATIONS AND PRACTICAL TIPS. FULL LENGTH PRACTICE TESTS. Build your confidence and readiness and simulate the actual exam environment ensuring you are thoroughly prepared for both the exams. DETAILED ANSWER EXPLANATIONS. Each question is accompanied by in depth explanations allowing you to grasp the reasoning behind every answer. CLEAR CONCISE CONTENT. Navigate through intricate HR topics effortlessly with straightforward explanations and practical examples enabling you to grasp essential concepts without getting overwhelmed. REAL WORLD APPLICATION. Each chapter includes case studies and real life scenarios that connect theory to practice, enhancing your understanding and preparing you for practical HR challenges. INTERACTIVE LEARNING TOOLS. Engage with quizzes and exam simulations that not only test your knowledge but also provide practical tips for managing exam anxiety.

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Elizabeth Bloom,2021-03-11

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SHRM-CP/SHRM-SCP Certification All-In-One Exam Guide, Second Edition Beverly Dance, Dory Willer, William H. Truesdell, William D. Kelly, 2023-06-09

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