

## Chapter 1—Human Resource Management in Organizations

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### MULTIPLE CHOICE

1. Which is not one of the major challenges currently facing HR managers?
- motivating employees without pay raises and promotions
  - changing federal, state and local legal requirements
  - adjusting benefit programs due to increasing costs
  - replacing “baby boomers” as they exit the workplace

ANS: A                      PTS: 1                      DIF: Easy                      REF: p. 3  
OBJ: 4                      NAT: AACSB Reflective Thinking                      LOC: Environmental Influence  
TOP: Conceptual

2. Human resource management is
- supervising, monitoring, controlling, and disciplining employees in order to achieve organizational goals efficiently and effectively.
  - the designing of organizational systems to ensure that human talent is used effectively and efficiently to accomplish organizational goals.
  - the efficient and effective use and coordination of human capital to ensure the profitability and long-term sustainability of the organization.
  - the design of the interface between the human capital of the firm and its technological and financial capital in order to efficiently and effectively reach organizational goals..

ANS: B                      PTS: 1                      DIF: Easy                      REF: p. 4  
OBJ: 1                      NAT: AACSB Reflective Thinking                      LOC: HRM  
TOP: Definitional

3. When the human resources function creates a unique capability in a firm that creates high value and differentiates the organization from its competition, human resources is a/an \_\_\_\_\_ for the firm.
- intangible asset
  - core competency
  - critical capability
  - strategic contributor

ANS: B                      PTS: 1                      DIF: Moderate                      REF: p. 4  
OBJ: 1                      NAT: AACSB Reflective Thinking                      LOC: Strategy  
TOP: Definitional

4. The collective value of the capabilities, knowledge, skills, life experiences and motivation of an organizational workforce is called
- the organization’s talent inventory.
  - total human resources.
  - human capital.
  - the organization’s intellectual assets.

ANS: C                      PTS: 1                      DIF: Moderate                      REF: p. 5  
OBJ: 1                      NAT: AACSB Reflective Thinking                      LOC: HRM  
TOP: Definitional

5. Through the \_\_\_\_\_ function, HR management provides the organization with a sufficient supply of qualified individuals to fill the jobs in the organization.
- staffing
  - equal employment opportunity

# Human Resource Management Final Exam Sample Questions Answer Key

**American Public Health Association**



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### **Table of Contents Human Resource Management Final Exam Sample Questions Answer Key**

1. Understanding the eBook Human Resource Management Final Exam Sample Questions Answer Key
  - The Rise of Digital Reading Human Resource Management Final Exam Sample Questions Answer Key
  - Advantages of eBooks Over Traditional Books
2. Identifying Human Resource Management Final Exam Sample Questions Answer Key
  - 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 Resource Management Final Exam Sample Questions Answer Key
  - User-Friendly Interface
4. Exploring eBook Recommendations from Human Resource Management Final Exam Sample Questions Answer Key

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- Personalized Recommendations
  - Human Resource Management Final Exam Sample Questions Answer Key User Reviews and Ratings
  - Human Resource Management Final Exam Sample Questions Answer Key and Bestseller Lists
5. Accessing Human Resource Management Final Exam Sample Questions Answer Key Free and Paid eBooks
    - Human Resource Management Final Exam Sample Questions Answer Key Public Domain eBooks
    - Human Resource Management Final Exam Sample Questions Answer Key eBook Subscription Services
    - Human Resource Management Final Exam Sample Questions Answer Key Budget-Friendly Options
  6. Navigating Human Resource Management Final Exam Sample Questions Answer Key eBook Formats
    - ePub, PDF, MOBI, and More
    - Human Resource Management Final Exam Sample Questions Answer Key Compatibility with Devices
    - Human Resource Management Final Exam Sample Questions Answer Key Enhanced eBook Features
  7. Enhancing Your Reading Experience
    - Adjustable Fonts and Text Sizes of Human Resource Management Final Exam Sample Questions Answer Key
    - Highlighting and Note-Taking Human Resource Management Final Exam Sample Questions Answer Key
    - Interactive Elements Human Resource Management Final Exam Sample Questions Answer Key
  8. Staying Engaged with Human Resource Management Final Exam Sample Questions Answer Key
    - Joining Online Reading Communities
    - Participating in Virtual Book Clubs
    - Following Authors and Publishers Human Resource Management Final Exam Sample Questions Answer Key
  9. Balancing eBooks and Physical Books Human Resource Management Final Exam Sample Questions Answer Key
    - Benefits of a Digital Library
    - Creating a Diverse Reading Collection Human Resource Management Final Exam Sample Questions Answer Key
  10. Overcoming Reading Challenges
    - Dealing with Digital Eye Strain
    - Minimizing Distractions
    - Managing Screen Time
  11. Cultivating a Reading Routine Human Resource Management Final Exam Sample Questions Answer Key
    - Setting Reading Goals Human Resource Management Final Exam Sample Questions Answer Key
    - Carving Out Dedicated Reading Time
  12. Sourcing Reliable Information of Human Resource Management Final Exam Sample Questions Answer Key

- Fact-Checking eBook Content of Human Resource Management Final Exam Sample Questions Answer Key
  - Distinguishing Credible Sources
13. Promoting Lifelong Learning
- Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
14. Embracing eBook Trends
- Integration of Multimedia Elements
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