

M2 ANSWERS

1. An organization opening new operations in China recently completed an HR planning effort. Some U.S. management personnel will be transferred; however, most new employees will be hired in China. Organizational executives want more information, including a projection of the economic value of each employee's work. What is the company's MOST pressing challenge in HR supply and demand forecasting?
 - A. Skills and time utilization analysis
 - B. Turnover analysis
 - C. Cost of resources
 - D. **Anticipated skill/labor needs**
2. Which of the following recruitment sources would be a logical choice for a new midlevel position opening in an organization that has longevity of employees and little turnover?
 - A. Trade and professional associations
 - B. Outplacement firms
 - C. The Internet
 - D. **Job posting**
3. An applicant applies for a job as a driver for a local courier company. The employer requires the applicant to take a test to screen for use of illegal drugs. This request is legal if the employer
 - A. has already made a job offer.
 - B. protects the confidentiality of results.
 - C. **requires all couriers to take the test.**
 - D. can prove that the test is job-related.
4. A job function is usually considered essential if it
 - A. **requires highly specialized skills.**
 - B. can be performed by many employees.
 - C. is performed infrequently.
 - D. can be completed quickly.
5. At present, the attrition rate for women far exceeds men in management at a global nonprofit organization. A strategic initiative is to move more women into leadership development programs. What process could help mitigate the organizational exit of women and retain them for leadership positions?
 - A. Employee suggestion systems
 - B. Job enlargement
 - C. **Succession planning**
 - D. Job bidding

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RS Peters



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The Top Books of the Year Module 2 Answers Venture The year 2023 has witnessed a noteworthy surge in literary brilliance, with numerous engrossing novels enthralling the hearts of readers worldwide. Lets delve into the realm of bestselling books, exploring the captivating narratives that have enthralled audiences this year. The Must-Read : Colleen Hoovers "It Ends with Us" This touching tale of love, loss, and resilience has captivated readers with its raw and emotional exploration of domestic abuse. Hoover skillfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can prevail. Module 2 Answers Venture : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This spellbinding historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids absorbing storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Discover the Magic : Delia Owens "Where the Crawdads Sing" This evocative coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens spins a tale of resilience, survival, and the transformative power of nature, captivating readers with its evocative prose and mesmerizing setting. These popular novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of compelling stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a exceptional and suspenseful novel that will keep you speculating until the very end. The novel is a cautionary tale about the dangers of obsession and the power of evil.

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