

Strategic Human Resource Management Quiz Questions

What is a key tension or problem in HRM?

- a. Labour motivation or control problems
- b. Labour market competition
- c. All of the options given here are correct
- d. The tension between management power and social legitimacy

What is the most fundamental problem a firm faces?

- a. The problem of structure
- b. The problem of viability
- c. The problem of strategy
- d. The problem of profitability

A critical characteristic of HRM is

- a. HRM is only affected by industry differences
- b. HRM is affected by both industry and society differences
- c. HRM is not affected by industry differences
- d. HRM is the same in every society

What merit is there in the best-practice or Universalist school?

- a. All of the options given here are correct
- b. Only dumb practices to avoid
- c. Some general principles
- d. Identifiable 'high-performance' practices

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In defining strategic HRM, it is better to think of HR strategy as what?

- a. A set of uniform strategies
- b. A single strategy
- c. Not related to strategic management
- d. A cluster of strategies

What are the most identifiable analytical levels of the best-fit model of HRM?

- a. Societal fit
- b. Industry fit
- c. Organisational fit
- d. All of the options given here are correct

What are the two main schools of thought in strategic HRM?

- a. Strategy development and HR practice
- b. None of the options given here are correct
- c. Best-fit and best-practice
- d. Industrial relations and HRM

Barriers to imitation include:

- a. Unique timing and learning

Human Resource Management Quiz Questions With Answers

BM King



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Human Resource Management Greg L. Stewart, Kenneth G. Brown, 2019-06-18 Human Resource Management addresses the challenges faced by human resource managers integrating traditional theory with real world strategy to equip students with the knowledge perspective and skills they need to thrive in the ever changing global business environment Presented in a clear and relatable style this text emphasizes how effective human resource management and strategic planning work in concert to allow organizations to achieve maximum success The focus on practical application illustrates the essential link between strategic planning and implementation providing an inside look at how real world companies increase effectiveness through world class human resources management practices A wealth of case studies discussion topics and exercises reinforce key concepts strengthening students ability to think strategically and integrate core HR management principles into the decision making process By mirroring the current landscape s increased reliance on smart people management strategy this text underscores the importance of HR management in attracting and retaining the top talent that drives an organization forward

[Introduction to Human Resource Management](#) Paul Banfield, Rebecca Kay, Dean Royles, 2018 Using their extensive experience teaching and working in HRM Banfield Kay and Royles succinctly convey the reality of contemporary HRM through expert academic and practical insights Their balanced approach ensures students are able to fully grasp both the theory and practice of HRM paving the way for success in their academic studies and future careers With its engaging writing style this book is the ideal introduction to HRM for students at both undergraduate and postgraduate level Key terms research insights and review questions help students understand the key theoretical concepts and think critically about the issues discussed Mini case studies HRM insights longer end of chapter case studies and practitioner insights from real HR professionals at a variety of organizations present different scenarios and challenges experienced in the world of business This range of learning features ensures students are exposed to both the theoretical foundations and the real life practices of HRM The book takes a holistic approach to the subject presenting HR operations and considerations as an integral part of any business The authors begin by introducing the reader to the challenges and the evolution of the HR function before addressing key operational areas such as talent management ethics leadership recruitment and misconduct They go on to explore how these challenges are managed with an emphasis on practicality

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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

CIMA E1 BPP Learning Media, 2012-08-01 CIMA offers a business qualification with a finance focus aiming to produce members with accounting prowess who are skilled in strategic decision making 98% of its members work in business the highest proportion of any worldwide accountancy body The CIMA E1 exam covers a variety of topics that are unrelated but are all essential to the running of a successful business There is a strong theoretical basis to this subject and it is important that students understand how to apply these theories in the real world The key E1 subject areas are The global business environment Information systems Marketing Managing human capital The E1 Study Text comprehensively covers all the E1 syllabus areas It breaks down each topic into manageable chunks and clearly describes all relevant theories The questions in the question bank demonstrate how these theories should be applied in an exam situation

Human Resource Management Diann R. Newman, Richard M. Hodgetts, 1998 Human Resource Management A Customer Oriented Approach addresses the needs of human resource management in the hospitality industry Drawn from industry research and developments in real organizations the book presents a comprehensive and practical discussion of the human resource issues unique to the hospitality industry Dedicated to identifying and addressing customer needs developing outstanding service and maintaining total quality service the book presents the role of HRM activities and provides applications of those functions to improving service productivity and profit It presents total quality management in a practical manner so readers can apply these ideas in the workplace And it emphasizes diversity ethics discrimination and the ways hospitality managers address these issues A valuable reference for any manager in a hospitality business seeking to improve the functioning of that organization

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Human Resources Management for Hospitality Linda A. Jerris,1999 *Human Resources Management for Hospitality* by Linda Jerris offers a new approach in supervision By writing from the perspective of how people grow into being effective supervisors and by covering the stages through which they pass Jerris gives students practical advice on how to become successful and effective hospitality management *Human Resources Management for Hospitality* is ideal for degree or certificate students or for anyone interested in the supervisory aspects of the hospitality industry

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Human Resource Management Cynthia D. Fisher,Lyle F. Schoenfeldt,James B. Shaw,1996 *Human Resource Management* Lloyd L. Byars,Leslie W. Rue,1991 Practical Business Administration ,1929

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