

Human Resource Management MCQ's

Q1. Human Resource Management is best described as:

- a) A reactive function concerned with the administration of the employment cycle
- b) A central administrative function concerned with the management of people in organisations
- c) A strategic function, in which HRM is integrated into the development of business unit strategic planning
- d) None of the above

Q2. In the Harvard model of HRM (1984) the key components in HRM policy choices are reward systems, HR flows, work systems and employee influence:

- a) True
- b) False

Q3. The Michigan Business School Model is most often associated with which of the following:

- a) Best Practice Approach
- b) Best Fit Approach
- c) Universalism Approach
- d) None of the above

Q4. Hard HRM is best represented by which of the following statements:

- a) Pat, as the line manager, allows John to work on his own initiative and without checking his work continually
- b) Pat, John's line manager ensures that he tells John exactly what to do and how to do it and checks his work on a regular basis

Q5. Which of the following are responsible for HRM in an organisation?

- a) Senior management
- b) Line management
- c) HR Specialist/Generalist
- d) All of the above
- e) None of the above

Q6. Peripheral workers are best represented by those who work Monday to Friday 9am to 5pm on a full-time basis:

- a) True
- b) False

Q7. Zero-hours workers are part of the...

- a) Core workforce
- b) Peripheral workforce
- c) None of the above

Human Resources Technician Sample Test

David Kirk



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Excel 2019 for Human Resource Management Statistics Thomas J. Quirk, Julie Palmer-Schuyler, 2020-12-15 This book shows the capabilities of Microsoft Excel in teaching human resource management statistics effectively Similar to the previously published Excel 2016 for Human Resource Management Statistics this book is a step by step exercise driven guide for students and practitioners who need to master Excel to solve practical human resource management problems If understanding statistics isn't your strongest suit you are not especially mathematically inclined or if you are wary of computers this is the right book for you Excel a widely available computer program for students and managers is also an effective teaching and learning tool for quantitative analyses in human resource management courses Its powerful computational ability and graphical functions make learning statistics much easier than in years past However Excel 2019 for Human Resource Management Statistics A Guide to Solving Practical Problems 2nd Edition capitalizes on these improvements by teaching students and managers how to apply Excel to statistical techniques necessary in their courses and work Each chapter explains statistical formulas and directs the reader to use Excel commands to solve specific easy to understand human resource management problems Practice problems are provided at the end of each chapter with their solutions in an appendix Separately there is a full practice test with answers in an appendix that allows readers to test what they have learned

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text and in the end of chapter materials This edition reflects changes in the business world and the HRM function within organizations

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Computerized Work Measurement Institute of Industrial Engineers (1981-),1984

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Human Resource Management in Local Government James Ansel Buford,James R. Lindner,2002 This book represents a unique approach to human resource management that addresses two important needs First the book answers the need for a practical guide for local government HR management The authors detail applications and techniques required in this working environment Second the book answers the need for an instructional text that accurately presents the local government HR manager s role and everyday activities

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