

# Fundamentals of human resource management assignment



**ASSIGN  
BUSTER**

Recruitment and selection activities within a high-performance organization include three of the following. Which is not a recruitment and selection activity within a high-performance organization? | A. Finding employees who innovate, share ideas, and take initiative | B. Selection methods that concentrate on identifying technical skills only | C. Selection methods that include group interviews, open-ended questions, and psychological tests | D. Finding employees who are enthusiastic about and able to contribute to teamwork, empowerment, and knowledge sharing | 2.

The economic approach to evaluating the effectiveness of HR practices focuses on | A. Determining the dollar value of a program's costs and benefits. B. Comparing the company's HRM costs to those of major competitors. C. Reviewing the various outcomes of the HR functions. | D. Determining whether the HR practice had the intended effect. | 3. Which of the following is a false statement regarding cross-cultural preparation needed during the phases of an international assignment? | A. Preparation is required only for the employees, not their families.

Training may range from lectures for employees and their families to visits to culturally diverse communities. C. Preparation for departure includes language instruction and an orientation to the foreign country's culture. | D. Preparation is required for the return home. | 4. Which of the following is an advantage of a relational database? Databases are stored in a central location. | B. It helps people arrive at decisions that reflect expert knowledge. | C. Information is stored in one large file. | D. Users can file or retrieve information according to any field across different bases. | 5.

Which of the following is not a measure for an HARM audit for staffing? A. Timeliness of referring qualified workers to line supervisors I B. Anticipation of personnel needs C. Fairness of existing job evaluation system in assigning grades and salaries I D. Treatment Of applicants 6. High-performance work systems emphasize three of the following. Which is not emphasized by high-performance work systems? I A. Silo thinking B. Training I C. Development I D. Career management I 7. Which of the following statements about expert systems is false? I A. Expert systems help avoid the errors that can result from fatigue and decision-making biases.

I B. Expert systems provide consistency in decision making. C. Expert systems can increase efficiency by enabling fewer or less-skilled employees to do work that otherwise would require many highly skilled employees. D. Expert systems deliver high-quality decisions at a high cost. I 8. Which of the following is a false statement about international labor relations? I A. In countries such as Germany, management has an incentive to build cooperative relationships because labor representatives participate in company decision-making activities and sit on companies' boards of directors.

I B. Most U. S. Organizations, in contrast to European organizations, bargain with a union representing an entire industry's employees, rather than with local union. C. Day-to-day decisions about labor relations are usually handled by each foreign subsidiary. I D. U. S. Organizations, in comparison with European organizations, exert more centralized control over labor relations in the various countries where they operate. 9. Promotes respect for past

tradition and for fulfilling social obligations in the present. A. Large power distance I B. Short-term orientation I C.

Femininity D. Uncertainty avoidance I 10. Which of the following is not an HARM application? Processing I A. Transaction B. Customer relationship support systems I C. Expert systems D. Decision support systems I 1 1.

Which of the following is a false statement about unfair-labor-practice charges? I A. If the charges are investigated and found to have merit, a formal complaint is issued. B. Complaints may be deferred to an agreed-upon employer-union grievance procedure. I C. Charges must be filed within 12 months of the alleged unfair labor practice.

I D. Charges are filed with the NELL. I 12. A country that serves as the home for a corporation's headquarters is referred to as the B. Parent I C. Third D. Hosts country. I A. First I 13. Which of the following is not appropriate using e-HARM? I testing I B. Online surveys C. Online grievance redressed I D. Online recruitment A. Online 14. The Hefted dimension that deals with the degree to which a culture prefers structured conditions is A. Individualism. B. Uncertainty avoidance. I C. Risk aversion. I D. Power distance. I 15.

Which of the following is a false statement about the performance management process across national boundaries? I A. While the measures used may vary from country to country, the legal requirements remain the same as those in the United States. I B. Although employees around the world appreciate feedback, U. S. Employees are generally much more used to direct feedback than are employees in other countries. C. The general

principles of performance management apply in most countries, but the specific methods that work in one country may fail in another.

15. The extent to which managers measure performance varies from one country to another, with some organizations having to update their performance plans more often than once a year. 16. Union membership in the United States peaked in the B. 1970s. C. 1980s. D. 1990s. A. 1960s. 17. Which of the following is a false statement about grievance procedures? A. Grievance procedures generally have several steps prior to arbitration. B. The merits of an arbitrator's ruling can't be appealed to the courts. C.

Under the duty of fair representation, the union must give equal representation to all members of the bargaining unit, whether or not they actually belong to the union. D. The majority of grievances are settled during the earlier steps of the process. 18. Which of the following is a correct statement about inebriates? A. Inebriates are foreign employees who come to the United States to work for the U. S. -based parent company. B. Inebriates are employees from entries other than the parent country placed in facilities of other countries. C.

Inebriates are employees transferred from a company's site in one state to another state within the United States. D. Inebriates are employees from one division of the company being moved to another division. 19. Three typical questions asked for assessing candidates for overseas assignments about family considerations are among the following. Which is not a typical question about family considerations for an overseas assignment candidate? A. How many moves has the family made in the past among different cities

or parts of the United States? I B. Can the candidate work without supervision?

C. How is each member of the family reacting to this possible move? D. What is the spouse's goal in this move? I 20. Which of the following is a false statement about the goals of management? I A. Management's concern is that a union will create higher costs in wages and benefits, as well as raise the risk of work stoppages.