

HRM Final Exam Questions and Answers 100% Pass

The ultimate test of an organization's commitment to managing diversity is its _____.

- a. compensation package
- b. grievance policy
- c. productivity
- d. culture - ✓✓d. culture

Which of the following statements is true of a truly diverse organization?

- a. Employees of the organization adopt an ethnocentric attitude.
- b. Positive gains and problems increase at the same rate for the organization.
- c. Minority groups become more prominent in the organization.
- d. Employees view themselves as members of the same organization. - ✓✓d. Employees view themselves as members of the same organization.

Which of the following is a factor that contributes to the gradual increase in the average age of U.S. workers?

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Abhishek Kumar Pandey



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Responsibilities within Human Resource Management are many layered and complex not at least because of interdependencies from the company's goals, visions and strategy. This means that there is a very close relationship between the management and HR. Beside this, HR also stands for the human needs and has to find the balance between those two, indeed, divisive views always with the target ahead to make the company most efficient. For being most efficient by transferring and enabling the staff to fulfil the company's targets, it is helpful to set up and run along a model which is aligned with the management and transparent to the organisation. The Human Resource Development (HRD) model helps align management's operational goals with employee concerns. Transparent to the organisation, this model supports processes for meeting operational targets while simultaneously empowering the staff.

Teaching Human Resource Management
Suzanne C. de Janasz, Joanna Crossman, 2018-07-27 Filled with over 65 valuable case studies, role plays, video based discussions, simulations, reflective exercises and other experiential activities. Teaching Human Resource Management enables HR professors, practitioners and students at all levels to engage and enhance knowledge and skills on a wide range of HR concepts. This book breathes life into the teaching of Human Resource Management and readers will be able to better relate theoretical concepts to workplace decisions and dilemmas.

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Responsibilities within Human Resource Management are many layered and complex not at least because of interdependencies from the company's goals, visions and strategy This means that there is a very close relationship between the management and HR Beside this HR also stands for the human needs and has to find the balance between those two indeed divisive views always with the target ahead to make the company most efficient For being most efficient by transferring and enabling the staff to fulfil the company's targets it is helpful to set up and run along a model which is aligned with the management and transparent to the organisation The Human Resource Development HRD model helps align management's operational goals with employee concerns Transparent to the organisation this model supports processes for meeting operational targets while simultaneously empowering the staff

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