
MG 302 Final Exam: Questions / Answers

In a recent survey, CEOs said that _____ is the most important factor in achieving a competitive advantage. ✓ Ans - human capital

_____ is driven by the organization's strategy. ✓ Ans - Human Resource Management (HRM)

The three broad HRM activities are ✓ Ans - finding the right people, maintaining an effective workforce, and managing talent.

Finding the right people (HRM Activity) includes ✓ Ans - -HRM planning

- Job analysis
- Forecasting
- Recruiting
- Selecting

Maintain an effective workforce (HRM Activity) includes ✓ Ans - -Wages and salary

- Benefits
- Labor relations
- Terminations

Manage talent (HRM activity) includes ✓ Ans - -Training

- Development
- Appraisal

In the strategic approach to human resource management, _____ managers are involved in managing human resources. ✓ Ans - all

The ultimate goal of strategic human resource management is to _____. ✓ Ans - improve business results

Measuring the Value of Human Capital Investments *Level 1* ✓ Ans -

- *Business Results:*
- Revenue growth
- ROIC of ROE
- Total return to shareholders

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Anthony S. Fauci



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