Human Resource Management test bank chapter 10 multiple choice questions with specific answers

1. Which of the following terms refers to educating, instructing, and training subordinates, usually related to daily tasks?
   A) Mentoring
   B) Coaching
   C) Appraising
   D) Grading - ***Correct Answer*** B) coaching

2. What is defined as the occupational positions a person holds over the years?
   A) A psychological contract
   B) A promotion
   C) Reality shock
   D) A career - ***Correct Answer*** D) a career

3. John feels that he owes his organization hard work and loyalty while the company owes him fair treatment and satisfactory work conditions. This is an example of:
   A) Career planning
   B) Exit interview
   C) Psychological contract
   D) Transfer - ***Correct Answer*** C) psychological contract

4. The process of advising, counseling, and guiding employees is known as _____.
   A) Coaching
   B) Appraising
   C) Assessing
   D) Mentoring - ***Correct Answer*** D) mentoring

5. _____ Focuses on helping an employee make long-term career plans, while _____ addresses an employee's short-term job skills.
   A) Mentoring; coaching
   B) Coaching; mentoring
   C) Recruiting; coaching

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