

MULTIPLE CHOICE QUESTIONS AND ANSWERS

PART 1

Human resource management in a changing world

The nature of human resource management

1) Which of the following correctly lists the four principal types of HRM objective?

- a. Administration, legal, performance, economic
- b. Administration, change management, staffing, performance
- c. Change management, economic, staffing, commitment
- d. Change management, legal, staffing, performance

answer: b

2) Which of the following HRM / personnel roles has the longest history?

- a. Social reformer
- b. Consensus negotiator
- c. Acolyte of benevolence
- d. Humane bureaucrat

answer: a

3) What is being described here?

An approach to the management of people which is associated with management interests and puts emphasis on planning, monitoring and control.

- a. Human resource management
- b. Personnel management
- c. Manpower analysis
- d. Line management

answer: a

4) Which theme has dominated HR research over the past two decades?

- a. The development of 'employee value propositions'
- b. Differences between the rhetoric and reality of HRM in organisations
- c. Links between HRM and business performance
- d. HRM in small and medium-sized businesses

answer: c

5) Which of the following groups is responsible for the delivery of HRM objectives in an organisation?

- a. HR generalists
- b. HR specialists
- c. Line managers
- d. All of the above

answer: d

6) Which of the following is NOT a contribution made by the HR function to the achievement of competitive advantage?

- a. Building up the stock of human capital
- b. Maintaining a positive corporate reputation
- c. Setting appropriate departmental budgets
- d. Enhancing corporate social responsibility

answer: c

The global context for human resource management

- 1) Which of the following is not a commonly used definition of 'globalisation'?
- a. A process by which national economies are becoming increasingly integrated with one another
 - b. A process where by markets are becoming steadily less volatile and unpredictable
 - c. A process where by people increasingly share a single global culture and sets of aspirations
 - d. A process where by people are able to communicate and travel around the world more easily and affordably

answer: b

- 2) By how many times has the number of passengers using the world's airports each year increased since 1972?
- a. 17-fold
 - b. 27-fold
 - c. 37-fold
 - d. 47-fold

answer: c

- 3) Which of the following technological developments is not a significant cause of globalisation?
- a. Solar energy
 - b. Fibre-optic cables
 - c. Satellites
 - d. Container ships

answer: a

Taylor et al., Human Resource *Management*, 10th edition, Instructor's Manual

4) What is being described here?

A situation in a market in which turbulence and unpredictability are the norm, so that firms are unable to maintain competitive advantage for any length of time.

- a. Globalisation
- b. Financial instability
- c. Increased industrial concentration
- d. Hyper-competition

answer: d

5) Which of the following processes has tended to occur in western industrialised countries over recent decades?

- a. A shift from agricultural production to industrial production
- b. A shift from manufacturing to service industry
- c. A shift from service industry to manufacturing
- d. A shift from manufacturing to agricultural production

answer: b

6) Which of the following statements about international HRM (IHRM) is accurate?

- a. IHRM is more complex than HRM
- b. IHRM is less complex than HRM
- c. IHRM and HRM are equally complex
- d. IHRM is typically American in its approach

answer: a