

MULTIPLE CHOICE. Choose the one alternative that best completes the statement or answers the question.

1) Human resources management refers to: 1) _____

- A) all managerial activities.
- B) concepts and techniques used in leading people at work.
- C) concepts and techniques for organizing work activities.
- D) management techniques for controlling people at work.
- E) the management of people in organizations.

2) The knowledge, education, training, skills, and expertise of a firm's workers is known as: 2) _____

- A) physical capital.
- B) management's philosophy.
- C) production capital.
- D) human capital.
- E) cultural diversity.

3) Human resources practices that support strategy include: 3) _____

- A) performance management.
- B) rewards practices.
- C) staffing practices.
- D) policies and procedures.
- E) production scheduling.

4) A company utilizes a system to measure the impact of Human Resources which balances measures relating to financial results, customers, internal business processes and human capital management. This system is known as the: 4) _____

- A) HRIS.
- B) Human Capital Index.
- C) balanced strategy.
- D) balanced scorecard.
- E) none of the above.

5) You have been tasked with building employee engagement at the firm you work for. Strategic human resources initiatives you would consider implementing include: 5) _____

- A) employee recognition programs.
- B) employee recognition programs and management development programs.
- C) job design initiatives.
- D) diversity programs.
- E) employee relations activity.

6) HR department staff members are traditionally involved in key operational responsibilities. Which of the following is an operational responsibility? 6) _____

- A) setting goals and objectives
- B) interpreting human right laws
- C) collecting metrics
- D) analyzing metrics
- E) interpreting health and safety legislation

Human Resources Technician Written Examination

Sample

Patrick Vollmar

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