

Exam

Name \_\_\_\_\_

**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 indicators.
  - 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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Reporting System cases are discussed to drive home safety And The lessons learned from those incidents Some of the guiding principles added To The new edition include Description of the Everybody Goes Home And The National Fire Fighter Near Miss Reporting System including over a dozen company officer near miss examples throughout the text Description of the IAFC IAFF Firefighter Safety and Deployment Study The latest fire fighter death and injury issues as reported by the NFPA National Fallen Firefighters Foundation IAFC and IAFF including results of a thirty year retrospective study Changes in fire ground accountability and rapid intervention practices Results of National Institute of Standards and Technology research on wind driven fires thermal imaging cameras and fire dynamics as related to fire fighter survival The latest developments in crew resource management The Second Edition also reflects the latest developments in Building a personal development plan through education training self development and experience including a description of the Fire and Emergency Services Higher Education FESHE program The impact of blogs video sharing and social networks How to budget for a grant Changes in the National Response Framework and National Incident Management System Additional items related to fire fighter safety and health are included Click here to view a sample chapter from Fire Officer Principles and Practice Second Edition

*Human Resource Management* Cynthia D. Fisher, Lyle F. Schoenfeldt, James B. Shaw, 1993      **2005 US Master Human Resource Guide** CCH Incorporated, 2005-02      **Fire Officer** . Iafc, 2010-08-19 The National Fire Protection Association NFPA And The International Association Of Fire Chiefs IAFC Are Pleased To Bring You The Second Edition Of Fire Officer Principles And Practice A Modern Integrated Teaching And Learning System For The Fire Officer I And II Levels Fire Officers Need To Know How To Make The Transition From Fire Fighter To Leader Fire Officer Principles And Practice Second Edition Is Designed To Help Fire Fighters Make A Smooth Transition To Fire Officer Covering The Entire Scope Of NFPA 1021 Standard For Fire Officer Professional Qualifications 2009 Edition Fire Officer Combines Current Content With Dynamic Features And Interactive Technology To Better Support Instructors And Help Prepare Future Fire Officers For Any Situation That May Arise Safety Is Principle The Second Edition Features A Laser Like Focus On Fire Fighter Safety Reducing Fire Fighter Injuries And Deaths Requires The Dedicated Efforts Of Every Fire Fighter Fire Officer Fire Department And The Entire Fire Community Working Together It Is With This Goal In Mind That We Have Integrated The 16 Firefighter Life Safety Initiatives Developed By The National Fallen Firefighters Foundation Into The Text Likewise In Each Of The Chapters Actual National Fire Fighter Near Miss Reporting System Cases Are Discussed To Drive Home Safety And The Lessons Learned From Those Incidents Some Of The Guiding Principles Added To The New Edition Include Description Of The Everybody Goes Home And The National Fire Fighter Near Miss Reporting System Including Over A Dozen Company Officer Near Miss Examples Throughout The Text Description Of The IAFC IAFF Firefighter Safety and Deployment Study The Latest Fire Fighter Death And Injury Issues As Reported By The NFPA National Fallen Firefighters Foundation IAFC And IAFF Including Results Of A Thirty Year Retrospective Study Changes In Fire Ground Accountability And Rapid Intervention

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**University Quarterly Review** ,1963 Human Resource Management in Local Government James Ansel Buford,James R. Lindner,2002 This book represents a unique approach to human resource management that addresses two important needs First the book answers the need for a practical guide for local government HR management The authors detail applications and techniques required in this working environment Second the book answers the need for an instructional text that accurately presents the local government HR manager s role and everyday activities *Air University Review* ,1963

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