Test Bank for Introduction to Human Resource Management 4th Wilton

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Test Bank

This test bank is designed to be used in conjunction with *An Introduction to Human Resource Management*, 3rd edition.

Chapter 1: What is HRM?

1. The rise of HRM is associated with growth of which of the following in the employment relationship?

a. collectivism

b. Marxism

*c. individualism

d. pluralism

2. The distinctive approach to people management known as HRM originated in which country?

a. Germany

b. Sweden

c. Japan

*d. the United States

3. A contemporary trend in HRM is a shift in responsibility for HR activities _____.

a. from HR specialists to senior management

b. from HR specialists to union representatives

*c. from HR specialists to line managers

d. from senior managers to HR specialists

4. Stanton and Coovert (2004) suggest that the HR function can be divided into which three broad, interlocking functional areas: _____.

*a. administrative, financial, performance

b. recruitment, performance, development

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c. recruitment, selection, performance

d. learning, reward, performance

5. The transformational ability of e-HR is associated with its potential to _____.

a. turn poor performers into good performers

*b. contribute to more effective strategic decision-making

c. develop better HR professionals

d. cut costs

6. Employee 'voice' is associated with which group of HR activities?

*a. employment relations

b. reward

c. performance

d. resourcing

7. Human Resource Management emerged as a distinctive approach to the management of people in which decade?

*a. 1980s

b. 1990s

c. 1970s

d. 1960s

8. The development of a positive employer–employee relationship based on mutual trust is associated with which of the following?

a. hard HRM

*b. soft HRM

c. collectivism

d. personnel management

9. Which of the following is NOT one of the four groups of characteristics in Storey's (2007) HR model?

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a. beliefs and assumptions

*b. specific HR practices

c. critical role of managers

d. strategic qualities

10. Ethical concerns over managerial attempts to manage organizational culture in order to shape employee behaviour, centres on the extent to which it seeks to create of employees which of the following?

*a. willing slaves

b. robots

c. passive actors

d. unthinking individuals

11. Which of the following terms does Legge (1995) use to describe the relabelling of personnel departments as HR departments with no fundamental change in their function or activity?

a. money for old rope

b. same old, same old

*c. old wine in new bottles

d. monkey see, monkey do

12. Which of the following terms is used by Ulrich and Brockbank (2005) to describe the dimension of the HR specialist's role concerned with addressing the needs of the workforce?

a. employee liaison

*b. employee advocate

c. employee's friend

d. employee supporter

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13. Which of the following terms is the term used by the CIPD to describe an HR specialist who is able to critically reflect on the contribution of HR activities to overall business success?

a. HR developer

b. interested actor

*c. thinking performer

d. change manager

14. The activities of HR professionals associated with 'executing business strategy, meeting customer needs and becoming overall champions of competitiveness in delivering value' (CIPD, 2004: 6) are referred to as which of the following?

a. strategic analysis

b. functional expertise

*c. business partnering

d. workforce administration

15. According to the CIPD (2009), which of the following is not a typical characteristic of front-line managers?

a. responsible for an employee or work group to a higher level of management

b. normally lower management

c. Employees who report to them do not themselves have any managerial or supervisory responsibility.

*d. often recruited from outside of the organization

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