Test Bank for Fundamentals of Human Resources in Healthcare 2nd Fried

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1. ch01-001
Why should healthcare organizations be concerned about integrating business strategies and HR?

a. To better align the business strategies with each other
b. To determine which HR functions should be done in-house and which should be outsourced
*c. To enhance organizational outcomes
d. To ensure that the organization is included in various lists of "best places to work"

2. ch01-002
Which of the following is an HR metric?

a. Market share
*b. Cost per hire
c. Profitability
d. Competitive advantage

3. ch01-003
The number of HR staff members in most organizations

a. continues to increase.
b. is remaining the same.
c. cannot be determined.
*d. continues to decline.

4. ch01-004
Which of the following is not part of a balanced scorecard?

a. Short-term and long-term objectives
b. Internal and external performance perspective
c. Financial and nonfinancial metrics
*d. Measures of the internal and external environments

5. ch01-005
Which of the following would not be considered a relatively current HR practice?

a. Broad job classes
b. Performance-based pay
*c. Fixed fringe benefits
d. Decentralized pay decisions

6. ch01-006
Competitive advantage in the workforce is challenging to achieve because

a. it is enduring and difficult for competitors to duplicate.

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b. it requires alignment of all HR systems.
*c. it takes time to do so.
d. HR practices' impact on it is not clear.

7. ch01-007
In addition to traditional HR activities (e.g., recruitment, training, appraisal, employee relations), human resources management also includes

a. financial management.
b. strategic management.
c. marketing.
*d. informal management of employees by all administrators.

8. ch01-008
In a study of HR leaders in 1,000 organizations, what percentage reported they belonged to the executive team?

a. 27 percent
b. 37 percent
*c. 67 percent
d. 74 percent

9. ch01-009
True or false: Understanding the significance of HR management is as relevant to line managers as it is to HR managers.

*a. True
b. False

10. ch01-010
True or false: Augmenting status distinctions and barriers is one of the seven HR practices for effective healthcare organizations.

a. True
*b. False

11. ch01-011
True or false: HR is moving from appraisals with multiple inputs to supervisor input only.

a. True
*b. False

12. ch01-012
True or false: Implementation of an HR strategy requires management of internal and external stakeholders.

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*a. True
b. False

13. ch01-013
True or false: The immediate goal of building a strong HR brand is to attract and retain the best employees.

*a. True
b. False

14. ch02-001
The development of healthcare professionals is related to all of the following except what?

a. Supply and demand
b. Healthcare financing and delivery
*c. Decreasing use of new technology due to costs
d. Changes in disease and illness

15. ch02-002
Which of the following is not a primary role of a healthcare administrator?

a. Coordinate care
*b. Deliver care
c. Manage care
d. Organize care

16. ch02-003
In 2015, what percentage of RNs were actively employed in nursing?

a. 4.7 percent
b. 11 percent
*c. 18.9 percent
d. 21 percent

17. ch02-004
What are the five key roles of nurses?

a. Diagnosis, prescribing, planning, strategic development, and evaluation
b. Assessment, prescribing, planning, education, and evaluation
c. Assisting physicians, diagnosis, planning, strategic development, and evaluation
*d. Assessment, diagnosis, planning, implementation, and evaluation

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