

Which of the following describes the role of proactive human resource management?

It allows minor problems to become major ones

It allows staff to ensure their family or friends are hired by the organization

It focuses only on identifying challenges arising outside of the organization

It focuses on how to best deploy HR activities to solve problems as they arise

It anticipates problems before they impact the organization

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-51 Which of the following describes the role of...

Which of the following is an example of unethical business practices?

Environmental protection

Security of information

Insider trading

Avoiding conflict of interest

High executive salaries

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Understand

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-63 Which of the following is an example of unet...

Which of the following describes an outcome associated with moving to a mechanized process?

Increased reliability in operations

Decreased standards of quality in production

Decreased operational flexibility

Increased cost

Increased effort to change setups for small production batches

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Easy

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-48 Which of the following describes an outcome ...

How often should human resource strategies be evaluated?

Once they have been evaluated they do not need to be re-evaluated

Once a year

Continuously

When a new human resource manager is hired

Once every 5 years

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Hard

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-59 How often should human resource strategies b...

Which generation is characterized as being fiscally conservative and having greater transparency expectations?

Baby Boomers

Generation Z

Generation X

Millennials

Generation Alpha

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-77 Which generation is characterized as being f...

A single HR strategy can accomplish multiple corporate strategies.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-07 A single HR strategy can accomplish multiple...

Firms with nonroutine production processes (such as advertising firms), benefit more from flexible human resource practices than those that focus on predicting employee performance.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-12 Firms with nonroutine production processes (...)

What strategic step might an organization take to protect their sensitive data?

Hire a cyber-security expert

Only permit employees to use corporate-issued hardware

Continuously back-up data

Ensuring its employees have hacking skills

Move all their storage to the cloud

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Understand

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-37 What strategic step might an organization ta...

Which of the following is causing increased expectations of human resource departments within organizations?

The high cost of actively disengaged employees

The lower quality in production due to automation

Canada's low ranking among exporting nations

The decreasing retirement age

The lack of multiculturalism in Canada

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-36 Which of the following is causing increased ...

Which of the following is a challenge associated with automation?

Decreased reliability in operations

Negative union attitudes

Less flexibility in operations

Lower standards of quality in production

Lower predictability in operations

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Easy

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-49 Which of the following is a challenge associ...

Faced with an aging population, which of the following is a challenge that awaits human resource specialists in the future?

Increased demand for fixed work schedules

Pressure to hire the children of senior executives

Coordination of government benefits with company benefits

A need for more remote work

The declining age of retirement

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Hard

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-72 Faced with an aging population, which of the...

Which of the following is defined as the shift toward converting work that was traditionally done by hand to being completed by mechanical or electronic devices?

Email

Automation

Diversity

Demographic changes

Sociocultural forces

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Easy

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-65 Which of the following is defined as the shi...

Human resource managers do not have the authority to order other managers in other departments to accept their ideas.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-03 Explain how human resource departments are organized and how they function

Topic : 01-03 The Organization of Human Resource Management

Source : Chapter 01 Test Bank - Static > TB 01-28 Human resource managers do not have the auth...

Human resource management aims to facilitate and enable an organization to achieve its objectives

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Easy

Learning Objective : 01-01 Discuss the objectives of human resource management.

Topic : 01-01 What Is Human Resource Management?

Source : Chapter 01 Test Bank - Static > TB 01-02 Human resource management aims to facilitate...

Which of the following tasks would a human resource manager carry out during a recessionary period?

Implementing employee layoffs

Order managers in other departments to reduce expenditures

Providing better benefits

Recruiting employees with new skill sets

Creating a culture of innovation within the organization

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-34 Which of the following tasks would a human r...

What is the approximate number of human resources professionals needed within an organization?

1.7 human resources professionals for every 10 employees

1.7 human resources professionals for every 10,000 employees

1.7 human resources professionals for every 100 employees

1.7 human resources professionals for every 100,000 employees

1.7 human resources professionals for every 1000 employees

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-01 Discuss the objectives of human resource management.

Topic : 01-01 What Is Human Resource Management?

Source : Chapter 01 Test Bank - Static > TB 01-74 What is the approximate number of human reso...

The recent shift away from employment in extractive industries has increased the need for innovative thinking within organizations.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-14 The recent shift away from employment in ext...

Integrating digital information systems has allowed for more effective knowledge management.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Easy

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-13 Integrating digital information systems has ...

Human resource professionals need to be well versed in data-driven decision making and financial operations.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-04 Discuss the role of human resource professionals in today's organiza

Topic : 01-04 Today's Human Resource Management Professional

Source : Chapter 01 Test Bank - Static > TB 01-30 Human resource professionals need to be well...

According to Kohlberg's theory, what is the highest stage of moral development?

Law and Order

Interpersonal Conformity

Universal Ethical Principles

Obedience and Punishment

Reciprocity

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-04 Discuss the role of human resource professionals in today's organiza

Topic : 01-04 Today's Human Resource Management Professional

Source : Chapter 01 Test Bank - Static > TB 01-75 According to Kohlberg's theory, what i...

Seniority-based pay is an example of an HR practice that would work best when organizations are consciously making an effort to create an egalitarian, participative, and entrepreneurial work climate.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Understand

Difficulty : Hard

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-22 Seniority-based pay is an example of an HR p...

Which of the following describes Generation X employees?

They prefer being passive participants in decision making

They show disdain for a "command and control" culture

Their biggest fear is boredom

They place little value on work-life balance

They are averse to hard work

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Hard

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-68 Which of the following describes Generation ...

"Using ethical practices" is an example of which type of organizational goal?

Not-for-profit

Leadership

Technological

Ergonomic

Social

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Understand

Difficulty : Hard

Learning Objective : 01-01 Discuss the objectives of human resource management.

Topic : 01-01 What Is Human Resource Management?

Source : Chapter 01 Test Bank - Static > TB 01-43 "Using ethical practices" is an example of w...

The field of human resource management is inseparable to key organizational goals, product-market plans, technology, and innovation.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Easy

Learning Objective : 01-01 Discuss the objectives of human resource management.

Topic : 01-01 What Is Human Resource Management?

Source : Chapter 01 Test Bank - Static > TB 01-03 The field of human resource management is in...

Managers with line authority are

required to establish grievance handling procedures.

responsible for ensuring compliance with organizational policies.

responsible for promotions and job assignments.

involved in planning and organizing activities related to hiring a new employee.

active in negotiations with the bargaining unit.

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Hard

Learning Objective : 01-03 Explain how human resource departments are organized and how they function

Topic : 01-03 The Organization of Human Resource Management

Source : Chapter 01 Test Bank - Static > TB 01-67 Managers with line authority are

Cyber espionage is an example of an ethical issue confronting Canadian firms today.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Understand

Difficulty : Easy

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-21 Cyber espionage is an example of an ethical ...

A new venture or micro-business might initially have the entrepreneur perform HR related tasks.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-01 Discuss the objectives of human resource management.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-05 A new venture or micro-business might initia...

Which of the following is a sociocultural challenge facing Canadian organizations today?

Global trade

Ethics

The shift towards knowledge workers

Gender balance in the workforce

The generational shift

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Easy

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-40 Which of the following is a sociocultural ch...

Which of the following is a benefit of conducting a human resource audit?

It helps the reputation of the HR group by identifying flaws in other departments

It meets best practices for GAAP standards

It helps align the HR group's goals with larger organizational strategies

It provides CHRP accreditation for the organization

It protects the organization in the event of a Human Rights violation complaint

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-04 Discuss the role of human resource professionals in today's organiza

Topic : 01-04 Today's Human Resource Management Professional

Source : Chapter 01 Test Bank - Static > TB 01-78 Which of the following is a benefit of condu...

Employee salaries account for a maximum of 30% of organizational operating expenses.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Hard

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-03 The Organization of Human Resource Management

Source : Chapter 01 Test Bank - Static > TB 01-06 Employee salaries account for a maximum of 3...

Which of the following is defined as "an examination of the human resource policies, practices, and systems of a firm (or division) to eliminate deficiencies and improve ways to achieve goals"?

A mission statement

An environmental scan

A human resource audit

Knowledge management

Demographic change

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Hard

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-39 Which of the following is defined...

Human resource audits involve which of the following activities?

Monitoring labour market trends

Program evaluation

Optimizing for high performance

Setting a corporate mission

Analyzing organizational character

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Hard

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-47 Human resource audits involve which of the f...

There is a growing population of youth workers entering the Canadian workforce.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-19 There is a growing population of youth worke...

Human Resource audits can be performed for one division or an entire company.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-24 Human Resource audits can be performed for o...

Recruiting innovative staff to create a culture of innovation within the organization is an example of a proactive human resource strategy.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Understand

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-11 Recruiting innovative staff to create a cult...

Which of the following is an example of a demographic challenge facing Canadian organizations?

Automation

Global trade

Knowledge workers

Aging population

Diversity

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-58 Which of the following is an example of a de...

Which of the following characteristics make Generation X employees very different from baby boomer employees?

They seek ongoing feedback

They mistrust most businesses

They are team-oriented

They view work as a career

They are impressed by power

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-69 Which of the following characteristics make ...

An organization's mission statement does which of the following?

It identifies which not-for-profits will benefit from the organization's success

It specifies what activities the organization has pursued in the past

It systematically reviews the current state of human resource practices in an organization

It is the product of all organizational features and how they are arranged

It gives the organization its own special identity, character, and path of development

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-54 An organization's mission statement...

Functional authority gives the HR department the right to make decisions usually made by line managers or top management.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-03 Explain how human resource departments are organized and how they function

Topic : 01-03 The Organization of Human Resource Management

Source : Chapter 01 Test Bank - Static > TB 01-29 Functional authority gives the HR department...

Educational attainment is keeping pace with the growing knowledge-based economy.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Easy

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-17 Educational attainment is keeping pace with ...

Gains in productivity give managers the ability to do which of the following?

Improve working conditions

Save scarce resources

Pivot on the organization's strategy

Decrease employee benefits

Focus more on predicting employee performance

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Hard

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-04 Today's Human Resource Management Professional

Source : Chapter 01 Test Bank - Static > TB 01-42 Gains in productivity give managers the abil...

The move towards a knowledge-based economy is a trend witnessed only in North America.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Easy

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-15 The move towards a knowledge-based economy i...

Which of the following is of great importance in organizations that have flexible structures?

Creating an organization-wide perspective

Introducing training systems that foster functional expertise

Preserving the existing division of work

Establishing narrow job classes

Hiring specialists for each division

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-38 Which of the following is of great importanc...

Giving a department the right to make decisions usually made by line managers or top management is an example of

staff authority.

line authority.

functional authority.

a regulation.

human resource management.

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Understand

Difficulty : Hard

Learning Objective : 01-03 Explain how human resource departments are organized and how they function

Topic : 01-03 The Organization of Human Resource Management

Source : Chapter 01 Test Bank - Static > TB 01-57 Giving a department the right to make decisi...

Which of the following is an example of a service industry?

Agriculture

Mining

Education

Forestry

Fishing

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Understand

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-44 Which of the following is an example of a se...

Which of the following is a technological force that allows for more flexibility in operations?

Automation

Global trade

Connectivity

Knowledge management

Flexible work design

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Easy

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-45 Which of the following is a technological fo...

Departments become less specialized as an organization becomes more complex.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Easy

Learning Objective : 01-03 Explain how human resource departments are organized and how they function

Topic : 01-03 The Organization of Human Resource Management

Source : Chapter 01 Test Bank - Static > TB 01-26 Departments become less specialized as an or...

The aging population impacts human resource management the same way across all geographical locations.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-18 The aging population impacts human resource ...

Which of the following is a benefit of remote work arrangements?

Greenhouse gases are reduced

Less training is needed

There is a lower risk of data breaches

It is easier to ensure employee workstations are safe

Work requiring special equipment can be performed away from the workplace

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-62 Which of the following is a benefit of remot...

Workers who fall below adequate levels of literacy

make up less than 10 percent of Canadians aged 16 or over.

may be major contributors to safety violations.

increase overall productivity levels.

are in high demand.

are not recognized as a problem.

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-66 Workers who fall below adequate levels of li...

Which of the following is the product of all of an organization's features and how they are arranged?

organizational objectives

organizational structure

organizational mores

organizational hierarchy

organizational strategy

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Easy

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-32 Which of the following is the product of all...

Many organizations now include specific strategies that directly consider their employees.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Easy

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-08 Many organizations now include specific stra...

Every province in Canada has a professional accreditation for human resource professionals

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-04 Discuss the role of human resource professionals in today's organiza

Topic : 01-04 Today's Human Resource Management Professional

Source : Chapter 01 Test Bank - Static > TB 01-31 Every province in Canada has a professional ...

Which of the following is a group of human resource activities that are now more critical to competitive survival than ever before?

Succession planning

Automation

Employee development

Benefit packages

Compensation

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-64 Which of the following is a group of human r...

The decline in Canada's competitiveness in the international marketplace is an example of which economic force?

Connectivity

Productivity improvement

Innovation improvement

Economic cycles

Global trade

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Understand

Difficulty : Hard

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-60 The decline in Canada's competitiveness...

Organizations that rely on knowledge workers may encounter problems with employees hiding and withholding knowledge.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-16 Organizations that rely on knowledge workers...

The ratio of an organization's outputs (goods and services) to its inputs (people, capital, materials, energy) describes which of the following?

Flexible work design

Automation

Sociocultural forces

Mechanization

Productivity

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Easy

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-46 The ratio of an organization's outputs...

What is the name of the accreditation for HR professionals in all provinces across Canada other than Ontario?

Human Resource Professional of Canada

Accredited Human Resource Expert

Chartered Professional in Human Resources

Certified Human Resources Professional

Canadian Human Resource Practitioner

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Easy

Learning Objective : 01-04 Discuss the role of human resource professionals in today's organiza

Topic : 01-04 Today's Human Resource Management Professional

Source : Chapter 01 Test Bank - Static > TB 01-73 What is the name of the accreditation for HR...

Which of the following is a benefit of conducting a human resource audit?

It aligns the HR department goals with the goals of other departments

It ensures timely compliance with legal requirements

It increases human resource costs

It reveals corrupt activities in other departments

It stimulates variety in the application of human resource policies

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-55 Which of the following is a benefit of condu...

Which of the following is a key area identified in the Chartered Professional in Human Resources Competency Framework?

Promotions

Operations management

Product development

defining job roles

Strategy

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Hard

Learning Objective : 01-04 Discuss the role of human resource professionals in today's organiza

Topic : 01-04 Today's Human Resource Management Professional

Source : Chapter 01 Test Bank - Static > TB 01-70 Which of the following is a key area identif...

A department with staff authority has with of the following?

The authority to order managers to accept their ideas

The power to advise managers in other departments

The ability to direct manager decisions about how to best handle staffing issues

Control over the organization's entire staff

The authority to make decisions about production

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Hard

Learning Objective : 01-03 Explain how human resource departments are organized and how they function

Topic : 01-03 The Organization of Human Resource Management

Source : Chapter 01 Test Bank - Static > TB 01-53 A department with staff authority has wi...

Which of the following is one of the 6 stages of moral development identified by Kohlberg as guiding ethical behaviour?

Reciprocity

Transitional

Psychological factors

Advancement

Learning

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-71 Which of the following is one of the 6 stage...

Which of the following is an outcome of HR strategy evaluation?

Human resource costs increase

Firms abandon practices with low performance potential

Alignment with the organizational strategy is disrupted

Making improvements to the information system become more challenging

Legal compliance takes longer

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Easy

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-41 Which of the following is an outcome of HR s...

Which of the following is an activity that HR professionals must continually focus on when making choices about formulating an HR strategy?

Monitoring international hiring trends

Adjusting the organizational mission

Identifying opportunities, risks, and challenges

Conducting program evaluations

Considering feedback from outside HR professionals

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Easy

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-35 Which of the following is an activity that H...

People are the core of all social organizations.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Easy

Learning Objective : 01-01 Discuss the objectives of human resource management.

Topic : 01-01 What Is Human Resource Management?

Source : Chapter 01 Test Bank - Static > TB 01-01 People are the core of all social organizati...

When an ethical decision is based on the decision-maker's personal values and preferences, the decision-maker is using the situational approach to determine the ethically "right" behaviour.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Understand

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-20 When an ethical decision is based on the dec...

All organizations have a dedicated human resource department.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Easy

Learning Objective : 01-01 Discuss the objectives of human resource management.

Topic : 01-01 What Is Human Resource Management?

Source : Chapter 01 Test Bank - Static > TB 01-04 All organizations have a dedicated human res...

What proactive human resource management strategy is being used to create a culture of innovation within organizations?

Encouraging higher educational attainment

Human resource audits

Recruiting innovative staff

Data and analytics

Automation

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-04 Today's Human Resource Management Professional

Source : Chapter 01 Test Bank - Static > TB 01-61 What proactive human resource management str...

Economic boom and bust business cycles are experienced the same way across the country.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-09 Economic boom and bust business cycles are e...

Which of the following is a continuously changing internal factor that makes it important for human resource strategies to be evaluated regularly?

Environments

Demographics

Role definitions

Government policies

Technology

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Hard

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-50 Which of the following is a continuously cha...

Canada's international trade advantage is due to its large population.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-10 Canada's international trade...

Which of the following industries is expected to face a skills trades shortage due to an increasing average age of skilled trade workers and challenges in attracting young people to post-secondary education?

Education

Technology

Healthcare

Manufacturing

Finance

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Easy

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-76 Which of the following industries is expected...

Which of the following describes the role of a human resource department?

It is a required department within all firms

Its contribution should be kept at a level appropriate to a firm's needs and resources

It has authority over other managers in the firm

It is responsible for meeting financial and legal objectives of the firm

It eliminates the needs for individual managers to take responsibility for the day-to-day management of human resources

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Hard

Learning Objective : 01-01 Discuss the objectives of human resource management.

Topic : 01-01 What Is Human Resource Management?

Source : Chapter 01 Test Bank - Static > TB 01-52 Which of the following describes the role of...

Which of the following credentialing bodies is responsible for Ontario-specific accreditation of HR professionals?

Chartered Professional in Human Resources

Business Development Bank of Canada

Organization for Economic Co-operation and Development

Human Resource Professional Association

Corporate Council on Education

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Easy

Learning Objective : 01-04 Discuss the role of human resource professionals in today's organiza

Topic : 01-04 Today's Human Resource Management Professional

Source : Chapter 01 Test Bank - Static > TB 01-33 Which of the following credentialing bodies ...

New workers usually fit the organization's needs exactly, reducing the need for training.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Hard

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-23 New workers usually fit the...

Human resource managers must constantly scan their professional and social environment for clues about the future.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-25 Human resource managers must constantly scan...

The participation rate of female workers is higher than that of male workers in which of the following industries?

Oil and gas

Wholesale trade

Health care

Manufacturing

Transportation

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-02 Identify the steps in the strategic management of human resources.

Topic : 01-02 Making Human Resource Management Strategic

Source : Chapter 01 Test Bank - Static > TB 01-56 The participation rate of female workers is ...

When an HR team is created, the manager no longer has a key role in administering HR practices.

true

false

Question Details

Accessibility : Screen Reader/Keyboard/CC

Bloom's : Remember

Difficulty : Medium

Learning Objective : 01-03 Explain how human resource departments are organized and how they function

Topic : 01-03 The Organization of Human Resource Management

Source : Chapter 01 Test Bank - Static > TB 01-27 When an HR team is created, the manager no l...

Answer Key

Test name: Ch1_Canadian Human Resource Management_14e

E

C

A

C

B

TRUE

TRUE

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