

Question 1

Barriers to the advancement of women and minorities are clearly visible and can be eliminated through career development strategies.

- A) True
- B) False

Answer: <https://biology-forums.com/index.php?topic=531108>

Question 2

Computer-based training tends to be more costly than classroom training.

- A) True
- B) False

Answer: <https://biology-forums.com/index.php?topic=530989>

Question 3

The rights of employers to run a business and retain any resulting profits are called:

- A) corporation rights.
- B) management rights.
- C) civil service rights.
- D) property rights.

Answer: <https://biology-forums.com/index.php?topic=531709>

Question 4

_____ is an effort by businesses to address serious deficiencies in basic skills among new employees.

- A) Retraining
- B) Computer training
- C) Literacy training
- D) Skills training

Answer: <https://biology-forums.com/index.php?topic=530960>

Question 5

Employee retirement benefits are governed by:

- A) COBRA.
- B) ERISA.
- C) the Social Security Act.
- D) the Equal Pay Act.

Answer: <https://biology-forums.com/index.php?topic=531463>

Question 6

How can firms use technology for employee training? How can firms use technology to provide employees with job aids after training?

Answer: <https://biology-forums.com/index.php?topic=531016>

Question 7

Job descriptions:

- A) consist of worker characteristics necessary for successful performance.
- B) identify, define, and describe each job in terms of its duties, responsibilities, and working conditions.
- C) list all the compensable factors of a particular job.
- D) require the rating of each position described.

Answer: <https://biology-forums.com/index.php?topic=531214>

Question 8

Lorraine is attending a company program that seeks to help employees understand career options within the company and provide them with feedback about their career strategies. This program is probably:

- A) a career-planning workshop.
- B) a skill assessment exercise.
- C) an organizational assessment.
- D) an employee orientation.

Answer: <https://biology-forums.com/index.php?topic=531047>

Question 9

Shirley's husband has recently died. She is eligible for survivor benefits if she:

- A) cares for a dependent parent of 60 years of age or older.
- B) is at least 60 years of age.
- C) is at least 55 years old and has an unmarried child younger than 19 years of age.
- D) is at least 55 years old.

Answer: <https://biology-forums.com/index.php?topic=531429>

Question 10

The absolute judgment format permits comparison ratings of individual workers in different work groups by various managers.

- A) True
- B) False

Answer: <https://biology-forums.com/index.php?topic=530853>

Question 11

Research indicates that during the 2008-2011 recession, the percentage of unemployed disabled people actively seeking work was equal to the percentage of unemployed non-disabled people seeking work.

- A) True
- B) False

Answer: <https://biology-forums.com/index.php?topic=530492>

Question 12

Succession planning:

- A) uses assessment centers to identify key employees.
- B) identifies future lower-level management needs.
- C) requires psychological testing.
- D) is critical for small companies.

Answer: <https://biology-forums.com/index.php?topic=531061>

Question 13

The labor relations process has three distinct phases: organizing, bargaining, and administering. Discuss briefly the key elements of each phase and how they work together.

Answer: <https://biology-forums.com/index.php?topic=531948>

Question 14

Which term refers to the activities involved in integrating nontraditional employees into the workforce and using their diversity as a competitive advantage?

- A) diversity training
- B) equal employment opportunity
- C) affirmative action
- D) diversity management

Answer: <https://biology-forums.com/index.php?topic=530420>

Question 15

Florence plans to ask her employees their feeling about working overtime during the next Christmas season. The best communication channel for this discussion would be:

- A) downward communication.
- B) teleconferencing.
- C) an official memo.
- D) face-to-face communication.

Answer: <https://biology-forums.com/index.php?topic=531543>

Question 16

When in stage _____ of internationalization, HRM practices should facilitate exporting the firm's products through incentives, training, and staffing strategies that focus on the needs of international customers.

- A) 1
- B) 2
- C) 3
- D) 4
- E) 5

Answer: <https://biology-forums.com/index.php?topic=532071>

Question 17

In order to be successful, the goals of a training program should most likely be:

- A) subjective and motivational.
- B) flexible and broad.
- C) clear and realistic.
- D) profitable and challenging.

Answer: <https://biology-forums.com/index.php?topic=530904>

Question 18

Personality tests, while valid and reliable, are not generally accepted as legally defensible in the selection process.

- A) True
- B) False

Answer: <https://biology-forums.com/index.php?topic=530631>

Question 19

Job-search assistance and emotional support are two functions of a firm's job design services.

- A) True
- B) False

Answer: <https://biology-forums.com/index.php?topic=530761>

Question 20

The government agency that provides plan termination insurance to employers with defined benefit retirement programs is referred to as the _____.

Answer: <https://biology-forums.com/index.php?topic=531528>