Strategic Human Resource Management 6th edition Mello Test Bank

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Name:_____ Class:_____ Date:_____

Chapter 01: An Investment Perspective...

1. Physical and capital assets include all of the following except
   a. plant
   b. machinery
   c. employees
   d. technology

ANSWER: c

2. The skills required for most jobs are becoming
   a. less manual and more cerebral and knowledge-based
   b. more manual and less cerebral and knowledge-based
   c. less manual and more service-based
   d. more manual and less service-based

ANSWER: a

3. Assets that are not easily cloned by competitors are
   a. products, but not services
   b. services, but not products
   c. technologies
   d. employees

ANSWER: d

4. Technology is becoming more invested in an organization's
   a. capital
   b. people
   c. new product development
   d. market strategy

ANSWER: b

5. Investing in employees provides a guaranteed return without a risk of losing the investment.
   a. True
   b. False

ANSWER: False

6. Which of the following is not a factor that influences how investment-oriented an organization is?
   a. management values
   b. needed employee skills
   c. the product produced, or service provided
   d. attitudes toward risk

ANSWER: c

7. The ease of quantifying outcomes makes it more likely that an organization will invest in human assets as opposed to other assets.
   a. True
   b. False

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ANSWER: False

8. Sources of employee value include all of the following except
   a. the ability to learn and grow
   b. decision making capabilities
   c. self-loyalty
   d. technical knowledge

ANSWER: c

9. An investment approach to HR involves an organization looking at its employees as variable costs of production.
   a. True
   b. False

ANSWER: False

10. The HR Value Chain contains all of the following except
   a. market-based outcomes
   b. operational outcomes
   c. financial/accounting outcomes
   d. legal outcomes

ANSWER: d

11. Which of the following is true?
   a. analytics precede metrics
   b. metrics precede analytics
   c. analytics and metrics are unrelated
   d. analytics and metrics are the same thing

ANSWER: b

12. Analytics are data points whereas metrics examine relationships.
   a. True
   b. False

ANSWER: False

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