# *Human Resource Management 4th edition Crawshaw Test Bank*

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# Human Resource Management (4th)

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*Total Questions: 10*

**Multiple Choice (10)**

***Q1.*** *[Multiple Choice]*

Which of the below statements is NOT an assumption of HRM:

**a)** HRM is a strategic perspective on people management

**b)** That an organization's sustained competitive advantage will only be secured by an investment in your people

**c)** It is essential to secure a highly skilled and committed workforce

**d) It is essentially the same as personnel management ✓ correct**

***Q2.*** *[Multiple Choice]*

Ulrich and Brockbank's (2005) HR Leader Model proposes the following roles for HRM:

**a) Strategic Partner, Human Capital Developer, Employee Advocate and Functional Expert ✓ correct**

**b)** Conformist Innovator, Deviant Innovator, Problem Solver and Change Agent

**c)** Regulator, Handmaiden, Advisor and Change Maker

**d)** Adapter, Consultant, Synergist and Champion

***Q3.*** *[Multiple Choice]*

'Hard HRM' refers to HR policies and practices that:

**a)** Focus on gaining the commitment and engagement of employees

**b) Focus on setting targets and measuring employees' performance ✓ correct**

**c)** Are difficult for employers to initiate

**d)** Help develop a robust and tenacious workforce

***Q4.*** *[Multiple Choice]*

'Soft HRM' refers to HR policies and practices that:

**a)** Focus on the control and coordination of employees' work

**b)** Emphasize employees' compliance with organizational rules and regulations

**c) Focus on developing employees' intrinsic motivation at work ✓ correct**

**d)** Promote a weak and feeble workforce

***Q5.*** *[Multiple Choice]*

Scientific Management proposes that greater workplace efficiency will be promoted by:

**a) Mechanizing the workplace, simplifying and routinising work and closely aligning pay with individual productivity outputs ✓ correct**

**b)** Mechanizing the workplace, simplifying and routinizing work and closely aligning pay with team-based productivity outputs

**c)** Developing cross-functional teams and providing employees with greater decision-making responsibility and ownership

**d)** Providing a greater role for research and development in organizations



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***Q6.*** *[Multiple Choice]*

Critical perspectives on HRM suggest that:

**a)** HRM is an essential function for organizational performance

**b) HRM is principally about gaining the control and compliance of employees against the strategic goals of the organization ✓ correct**

**c)** There is strong evidence for the impact of HRM on organizational performance

**d)** The main role for HRM is as an employee advocate

***Q7.*** *[Multiple Choice]*

HR outsourcing:

**a)** Is about setting up your HR function in a foreign country

**b)** Is about reducing the costs of the HR function

**c) Is an HR organizing model that seeks to support both the strategic and operational roles of HRM ✓ correct**

**d)** Is more common in larger multinational organizations

***Q8.*** *[Multiple Choice]*

PESTEL refers to the:

**a)** Political, Economic, Social, Technological, Educational and Legal environment factors that affect a business and its HR policies and practices

**b)** Political, External, Social, Technological, Educational and Legal environmental factors that affect a business and its HR policies and practices

**c)** Political, Economic, Scientific, Technological, Educational and Legal environmental factors that affect a business and its HR policies and practices

**d) Political, Economic, Social, Technological, Environmental and Legal factors that affect a business and its HR policies and practices ✓ correct**

***Q9.*** *[Multiple Choice]*

The 'triple bottom line' refers to an organization's:

**a)** Economic, HR and CSR performance

**b) Economic, social and environmental performance ✓ correct**

**c)** Business, HR and environmental performance

**d)** Social, environmental and sustainability performance

***Q10.*** *[Multiple Choice]*

The CIPD suggest that HR professionals require the following skills/traits to be a successful HR practitioner:

**a) Curious, decisive, collaborative, credible ✓ correct**

**b)** Autocratic, egoistic, autonomous, risk taking

**c)** Affable, generous, easy going, caring

**d)** Risk averse, introverted, conforming, agreeable



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