Assignment 8

The due date for submitting this assignment has passed.

Due on 2021-03-17, 23:59 IST.

As per our records you have not submitted this assignment.

1) What activities of the human resource management (HRM) process ensure that competent employees are identified and selected? 5 points
   a) Human resource planning, recruitment and selection.
   b) Human resource planning, recruitment and training.
   c) Recruitment, selection and training.
   d) Placement, selection and compensation.
   
   No, the answer is incorrect. Score: 0
   
   Accepted Answers:
   - Human resource planning, recruitment and selection.

2) A performance appraisal system that combines a graphic rating scale and a critical incident system into one process is a: 5 points
   a) Written essay.
   b) 360-degree feedback.
   c) Objective.
   d) Behavior Anchored Rating Scale.
   
   No, the answer is incorrect. Score: 0
   
   Accepted Answers:
   - Behaviorally Anchored Rating Scale.

3) An assessment that defines the jobs and behaviors necessary to perform the job is known as: 5 points
   a) Job description.
   b) Job specification.
   c) Goal-oriented job definition.
   d) Job analysis.
   
   No, the answer is incorrect. Score: 0
   
   Accepted Answers:
   - Job analysis.

4) Statement: 1) Human resource planning can be condensed into two steps: assessing current human resources and assessing and meeting future personnel needs. 5 points
   a) True.
   b) False.
   
   Both statements are correct.
   Statement 1 is correct, Statement 2 is incorrect.
   Statement 2 is correct, Statement 1 is incorrect.
   Statement 1 is correct, Statement 2 is incorrect.
   
   No, the answer is incorrect. Score: 0
   
   Accepted Answers:
   - Statement 1 is correct, Statement 2 is incorrect.

5) Recruitment is the process of: 5 points
   a) Hiring employees from competitors.
   b) Locating, identifying, and attracting potential employees.
   c) Measuring the pressure in the local labor market.
   d) Hiring from outside the organization.
   
   No, the answer is incorrect. Score: 0
   
   Accepted Answers:
   - Locating, identifying, and attracting potential employees.

6) Which of the following performance appraisal methods utilizes feedback from supervisors, employees, and co-workers? 5 points
   a) Management by objectives.
   b) 360-degree feedback.
   c) Critical incidents.
   d) Graphic rating scale.
   
   No, the answer is incorrect. Score: 0
   
   Accepted Answers:
   - 360-degree feedback.

7) A written statement that describes a job to include job content, environment, and conditions of employment is called: 5 points
   a) Job description.
   b) Job specification.
   c) Process departmentalization.
   d) Goal-oriented job definition.
   
   No, the answer is incorrect. Score: 0
   
   Accepted Answers:
   - Job description.

8) Successful orientation results in an outsider-insider transition that: 5 points
   a) Makes the new member feel unimportant.
   b) Helps the new member feel totally self-adjusted.
   c) Lowers the likelihood of high work performance.
   d) Increases the probability of a surprise resignation.
   
   No, the answer is incorrect. Score: 0
   
   Accepted Answers:
   - Helps the new member feel totally self-adjusted.

9) What is considered a technology-based training method? 5 points
   a) Classroom lectures.
   b) Computer-based exercises.
   c) Videoconferencing/satellite TV.
   d) Webb-based manuals.
   
   No, the answer is incorrect. Score: 0
   
   Accepted Answers:
   - Videoconferencing/satellite TV.

10) A process of setting standards and measuring employee performance to arrive at performance standards is known as: 5 points
    a) Time and motion study.
    b) Benchmarking.
    c) Legal influence arrangements.
    d) Performance management system
    
    No, the answer is incorrect. Score: 0
    
    Accepted Answers:
    - Performance management system.