**Question 1.1**

A declaration of intent defines which one of the following?

Select an answer and submit. For keyboard navigation, use the up/down arrow keys to select an answer.

**a**

HR planning

**b**

strategic planning

**c**

strategy

Your answer

**d**

strategic intent

**Question 1.2**

Review

Hard goals always include which one of the following?

Select an answer and submit. For keyboard navigation, use the up/down arrow keys to select an answer.

**a**

ideas

**b**

numbers

Your answer

**c**

visions

**d**

expressions

**Question 2.1**

Review

Which one of the following is not included in the definition of human capital theory?

Select an answer and submit. For keyboard navigation, use the up/down arrow keys to select an answer.

**a**

Land

**b**

Labour

**c**

Construction

Your answer

**d**

Capital

**Question 2.2**

Review

Which strategy calls for innovation and creativity among employees?

Select an answer and submit. For keyboard navigation, use the up/down arrow keys to select an answer.

**a**

Low-Cost

**b**

Differentiation

Your answer

**c**

Corporate

**d**

Business

**Question 3.1**

Review

Which one of the following is significantly reduced trend?

Select an answer and submit. For keyboard navigation, use the up/down arrow keys to select an answer.

**a**

Automation of work

**b**

Aging workforce

**c**

Semi-skilled workforce

Your answer

**d**

Remote work

**Question 4.1**

Review

Which of the following defines an insufficient human capital to meet operational needs?

Select an answer and submit. For keyboard navigation, use the up/down arrow keys to select an answer.

**a**

HR surplus

**b**

HR need

**c**

HR efficiency

**d**

HR gap

**Question 4.2**

Review

Which term describes the change in the stock of human capital over time?

Select an answer and submit. For keyboard navigation, use the up/down arrow keys to select an answer.

**a**

Human capital flow

Your answer

**b**

Human capital overflow

**c**

Human capital need

**d**

Human capital timing

**Question 5.1**

Review

Which one of the following is not included in the definition of job analysis?

Select an answer and submit. For keyboard navigation, use the up/down arrow keys to select an answer.

**a**

Prioritized duties

**b**

Tasks

**c**

Rewards

Your answer

**d**

KSAOs

**Question 6.1**

Review

Which technique relies on chain or ripple effects?

Select an answer and submit. For keyboard navigation, use the up/down arrow keys to select an answer.

**a**

Vacancy model

**b**

Movement analysis

Your answer

**c**

Markov model

**d**

Gap strategy

**Question 7.1**

Review

Succession management is linked to which one of the following.

Select an answer and submit. For keyboard navigation, use the up/down arrow keys to select an answer.

**a**

Staffing management

**b**

General management

**c**

Talent management

Your answer

**d**

Functional management

**Question 7.2**

Review

What is the third step in the succession management process?

Select an answer and submit. For keyboard navigation, use the up/down arrow keys to select an answer.

**a**

Identify human capital

**b**

Identify KSAOs

**c**

Identify high potential employees

Your answer

**d**

Identify monitoring plans

**Question 8.2**

Review

Which one of the following is NOT an HR Analytical domain?

Select an answer and submit. For keyboard navigation, use the up/down arrow keys to select an answer.

**a**

Descriptive

**b**

Possessive

Your answer

**c**

Predictive

**d**

Prescriptive

**Question 9.2**

Review

Which one of the following is not included in Lewin's 3 step model?

Select an answer and submit. For keyboard navigation, use the up/down arrow keys to select an answer.

**a**

Unfreezing

**b**

Moving

**c**

Assessing

Your answer

**d**

Refreezing

**Question 10.1**

Review

Which of the following is one of the three types of restructuring?

Select an answer and submit. For keyboard navigation, use the up/down arrow keys to select an answer.

**a**

Portfolio

Your answer

**b**

Promotional

**c**

Prescriptive

**d**

Practical

**Question 10.2**

Review

Which one of the following is included in 'downsizer' impact?

Select an answer and submit. For keyboard navigation, use the up/down arrow keys to select an answer.

**a**

Social and organizational isolation

Your answer

**b**

Increased Well-being

**c**

Adaptive Communication

**d**

Job Security

**Question 11.1**

Review

Which one of the following has emerged into prominence as a result of the COVID-19 pandemic?

Select an answer and submit. For keyboard navigation, use the up/down arrow keys to select an answer.

**a**

Virtual Global Assignments

Your answer

**b**

Frequent Flyers

**c**

Expatriate Diversity

**d**

International Commuters

**Question 12.1**

Review

Which one of the following defines the cost reduction achieved by economies of scale produced by a merger or acquisition?

Select an answer and submit. For keyboard navigation, use the up/down arrow keys to select an answer.

**a**

Horizontal Integration

**b**

Consolidation

**c**

Vertical Integration

**d**

Operating Synergy

**Question 12.2**

Review

What is the typical success rate for mergers that achieve their envisioned financial goals?

Select an answer and submit. For keyboard navigation, use the up/down arrow keys to select an answer.

**a**

10 percent

**b**

15 percent

Your answer

**c**

40 percent

**d**

60 percent

**Question 13.1**

Review

Which one of the following is a characteristic that is NOT compatible as a potential outsourcing function?

Select an answer and submit. For keyboard navigation, use the up/down arrow keys to select an answer.

**a**

Rule based

**b**

Repetitive

**c**

Random

Your answer

**d**

Predictable

**Question 14.1**

Review

Which one of the following ensures that organizational practices are aligned with laws and ethics?

Select an answer and submit. For keyboard navigation, use the up/down arrow keys to select an answer.

**a**

Client satisfaction

**b**

Contribution

**c**

Cost control

**d**

Compliance

**Question 14.2**

Review

Which one of the following defines hard costs that can be measured by expenditures?

Select an answer and submit. For keyboard navigation, use the up/down arrow keys to select an answer.

**a**

Indirect costs

**b**

Direct costs

Your answer

**c**

Cost-benefit analysis

**d**

Utility analysis