

Quiz Submission

1. Support function that designs and implements company policies for managing employees:

C. HR department

2. Which of the following is not one of the benefits, health, and wellness required by law?

C. Health care

3. Which of the following are not environmental influences?

D. Employee concerns

4. A set of underlying values and beliefs employees share that is unwritten yet understood is.....

Organizational culture

5. A plan for achieving a competitive advantage that influences how employees add value, impacts types of jobs employees perform, and affects attitudes and behaviors employees display is?

D. Strategy

6. Which justice deals with fairness in what individuals receive for their efforts, compensation for time and effort put into jobs, and how employees feel they are treated by their managers?

D. Distributive justice

7. Which justice is achieved when the determination that the process used to make decisions, rewards, and resolution of disputes is viewed as fair?

C. Procedural justice

8. Which international strategy involves serving markets within a particular country?

B. Domestic strategy

9. Which international strategy involves not aligning with a particular country but across countries to gain efficiencies? They don't target the unique tastes and preferences of individual countries?

C. Global Strategy

10. Which international strategy involves establishing autonomous business units in multiple countries? There's local responsiveness to try to meet the unique local needs of their country.

D. Multinational strategy

11. Which international strategy involves shared vision and coordination across business units yet tailoring products to meet local country needs?

B. Transnational strategy

12. Treating people differently because of characteristics that have nothing to do with their ability to perform.

B. Discrimination

13. In the Efficiency Approach, this focused on breaking jobs down into core elements.

B. Job Specialization

14. In the Efficiency approach, this removed decision-making authority from employees and placed it with a supervisor.

A. Job Simplification

15. In job analysis techniques, which approach uses a single instrument (questionnaire or O*Net) to collect data, uses Functional Job Analysis, and uses Position Analysis questionnaires?

A. Standardized Approach

16. In job analysis techniques, this customized approach focuses on analyzing employee competencies rather than on tasks to be performed?

B. Job element

17. In job analysis techniques, this customized approach focuses on collecting info to identify tasks needed to be performed on a job.

A. Task inventory

18. Tools a company uses to manage employees are?

B. HR practices

19. Ensuring Employees have the necessary knowledge, skills, abilities, and other talents to achieve work objectives falls under which of the following categories?

B. Managing Employee Competencies

20. Which of the following is NOT part of Organizational demands?

B. Labor force trends