

## Human Resource Management Test Questions Answers

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This is a quiz the first one in a series of tests made to help me prepare for my human resource management exam. All material was taken from the Human Resource Management Book by David Lepak and Mary Gowan. Why don't you give it a try and let it do the same for you? All the best, and share it with your classmates!

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## Management

Ans. Human resource department is established as a staff department to advise all other departments and the top management on human resource matters, within the human resource department the relations are of line type. Human resource manager is the head of the human resource department.

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- 4) Human Resource Management is primarily concerned with. a) Sales. b) Dimensions of people (c) External environment (Answer:- b)
- 5) HRM aims to maximize employees as well as organizational (a) Effectiveness. b) Economy. c) Efficiency (Answer:- a)
- 6) Human Resource Management function does not involve. a) Recruitment. b) Selection. c) Cost control. d) Training (Answer:- c)

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Answer two questions – Section B is worth 60 marks (30 marks for each question) Question 1. Critically evaluate the role that performance management systems play in the delivery of SHRM. Discuss the main mechanisms used in PMS and explain the different options that can be used within them.

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defined Human Resource Management as that branch of management which is responsible on a staff basis for concentrating on those aspects of operations which are primarily concerned with the ...

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