

Human Resource Management test bank chapter 10 multiple choice questions with specific answers

1. Which of the following terms refers to educating, instructing, and training subordinates, usually related to daily tasks?
 - A) Mentoring
 - B) Coaching
 - C) Appraising
 - D) Grading - **Correct Answer** B) coaching
2. What is defined as the occupational positions a person holds over the years?
 - A) A psychological contract
 - B) A promotion
 - C) Reality shock
 - D) A career - **Correct Answer** D) a career
3. John feels that he owes his organization hard work and loyalty while the company owes him fair treatment and satisfactory work conditions. This is an example of:
 - A) Career planning
 - B) Exit interview
 - C) Psychological contract
 - D) Transfer - **Correct Answer** C) psychological contract
4. The process of advising, counseling, and guiding employees is known as _____.
 - A) Coaching
 - B) Appraising
 - C) Assessing
 - D) Mentoring - **Correct Answer** D) mentoring
5. _____ Focuses on helping an employee make long-term career plans, while _____ addresses an employee's short-term job skills.
 - A) Mentoring; coaching
 - B) Coaching; mentoring
 - C) Recruiting; coaching

Human Resource Management Test Questions Answers Mathis

V. S. P. Rao,Rao



Human Resource Management Test Questions Answers Mathis:

Human Resource Management (Third Edition) , Human Resources Management V. S. P. Rao, Rao, 2007 The book presents the fundamentals of Human Resource Management in a simple lucid and easily understandable style It provides a comprehensive coverage to a vast growing discipline well supported by a wealth of research data collected from multifarious sources potently and carefully A notable feature of the book is that it gives extensive coverage to HRD topics The book contains a number of informative tables summary boxes and useful diagrams It is also liberally sprinkled with current examples and illustrations designed to convey the information in an uncomplicated manner The book is primarily meant for students pursuing advanced courses in Human Resource Management such as MBA PGDBA M Com and IAS Some of the changes in the Second Edition are summarized below v A refined version of SHRMv Total quality HRM approachv Summarised versions of best employers in India especially their recruitment selection training and executive development practicesv Succession planning and succession management enriched with live corporate examplesv 360 degree feedback system essentials of an effective appraisal system potential appraisalv How leading Indian companies appraise potentialv Latest data regarding union membership union recognition criteria and rights voluntary recognition and the code of discipline verification of union membership the check off system recommendations of NCL current trends in trade unionismv Features of industrial relations approaches to industrial relations latest data regarding industrial disputesv Important uses of human resource information systemv New chapter on International Human Resource Managementv Study Aids in a New Format Discussion questions Internet sources true false questions key term exercises student activities etc have been brought under one roof i e at the end of each chapterv 9 New Cases The case of the risky recruit the case of bench management the case of TQM and innovation compensation crises incentive issues the case of variable pay the case of involuntary VRS the case of mentoring management and the case of the hushed relationship *Instructor's Manual to Accompany Human Resource Management, Eighth Edition, Robert L. Mathis, John H. Jackson* Jack A. Johnson-Hill, 1997

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