

***Human Resource Management 4th edition Crawshaw  
Test Bank***

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# Human Resource Management (4th)

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Total Questions: 10

## Multiple Choice (10)

Q1. [Multiple Choice]

Which of the below statements is NOT an assumption of HRM:

- a) HRM is a strategic perspective on people management
- b) That an organization's sustained competitive advantage will only be secured by an investment in your people
- c) It is essential to secure a highly skilled and committed workforce
- d) **It is essentially the same as personnel management ✓ correct**

Q2. [Multiple Choice]

Ulrich and Brockbank's (2005) HR Leader Model proposes the following roles for HRM:

- a) **Strategic Partner, Human Capital Developer, Employee Advocate and Functional Expert ✓ correct**
- b) Conformist Innovator, Deviant Innovator, Problem Solver and Change Agent
- c) Regulator, Handmaiden, Advisor and Change Maker
- d) Adapter, Consultant, Synergist and Champion

Q3. [Multiple Choice]

'Hard HRM' refers to HR policies and practices that:

- a) Focus on gaining the commitment and engagement of employees
- b) **Focus on setting targets and measuring employees' performance ✓ correct**
- c) Are difficult for employers to initiate
- d) Help develop a robust and tenacious workforce

Q4. [Multiple Choice]

'Soft HRM' refers to HR policies and practices that:

- a) Focus on the control and coordination of employees' work
- b) Emphasize employees' compliance with organizational rules and regulations
- c) **Focus on developing employees' intrinsic motivation at work ✓ correct**
- d) Promote a weak and feeble workforce

Q5. [Multiple Choice]

Scientific Management proposes that greater workplace efficiency will be promoted by:

- a) **Mechanizing the workplace, simplifying and routinising work and closely aligning pay with individual productivity outputs ✓ correct**
- b) Mechanizing the workplace, simplifying and routinizing work and closely aligning pay with team-based productivity outputs
- c) Developing cross-functional teams and providing employees with greater decision-making responsibility and ownership
- d) Providing a greater role for research and development in organizations

**Q6. [Multiple Choice]**

Critical perspectives on HRM suggest that:

- a) HRM is an essential function for organizational performance
- b) HRM is principally about gaining the control and compliance of employees against the strategic goals of the organization ✓ correct**
- c) There is strong evidence for the impact of HRM on organizational performance
- d) The main role for HRM is as an employee advocate

**Q7. [Multiple Choice]**

HR outsourcing:

- a) Is about setting up your HR function in a foreign country
- b) Is about reducing the costs of the HR function
- c) Is an HR organizing model that seeks to support both the strategic and operational roles of HRM ✓ correct**
- d) Is more common in larger multinational organizations

**Q8. [Multiple Choice]**

PESTEL refers to the:

- a) Political, Economic, Social, Technological, Educational and Legal environment factors that affect a business and its HR policies and practices
- b) Political, External, Social, Technological, Educational and Legal environmental factors that affect a business and its HR policies and practices
- c) Political, Economic, Scientific, Technological, Educational and Legal environmental factors that affect a business and its HR policies and practices
- d) Political, Economic, Social, Technological, Environmental and Legal factors that affect a business and its HR policies and practices ✓ correct**

**Q9. [Multiple Choice]**

The 'triple bottom line' refers to an organization's:

- a) Economic, HR and CSR performance
- b) Economic, social and environmental performance ✓ correct**
- c) Business, HR and environmental performance
- d) Social, environmental and sustainability performance

**Q10. [Multiple Choice]**

The CIPD suggest that HR professionals require the following skills/traits to be a successful HR practitioner:

- a) Curious, decisive, collaborative, credible ✓ correct**
- b) Autocratic, egoistic, autonomous, risk taking
- c) Affable, generous, easy going, caring
- d) Risk averse, introverted, conforming, agreeable