

Introduction to Human Resource Management

Business Management · Practice Test · 10 Questions

1. What is the primary goal of Human Resource Management (HRM)?

- A) Maximizing profits only
- B) Ensuring human talent is used effectively to accomplish goals
- C) Reducing the number of employees
- D) Focusing solely on payroll administration

2. Which historical movement emphasized that workers are motivated by more than just salary?

- A) Industrial Revolution
- B) Personnel Management
- C) Human Relations Movement
- D) Strategic HRM

3. According to Dave Ulrich, which role involves HR helping employees adapt to new systems or structures?

- A) Administrative Expert
- B) Change Agent
- C) Strategic Partner
- D) Employee Champion

4. Which of the following is considered an administrative role of HR?

- A) Record keeping and payroll management
- B) Developing long-term business strategy
- C) Mentoring senior leadership
- D) Creating diversity training programs

5. What is the core focus of the Strategic Partner role in HRM?

- A) Handling daily attendance
- B) Ensuring HR plans support long-term business goals
- C) Processing employee benefits
- D) Resolving individual interpersonal conflicts

6. Which skill is essential for HR when supporting an employee through personal challenges?

- A) Technological proficiency
- B) Emotional Intelligence (EQ)
- C) Data analytics
- D) Budgeting

7. What is a major challenge in modern HRM regarding the workforce?

- A) Reducing employee work hours
- B) Finding and retaining skilled talent
- C) Eliminating all remote work
- D) Removing payroll systems

8. Why is 'Compliance with Labor Laws' a critical responsibility for HR?

- A) To increase company revenue
- B) To prevent legal problems and protect employee rights
- C) To reduce the need for managers
- D) To automate the hiring process

9. What does the 'Employee Champion' role primarily focus on?

- A) Cutting company costs
- B) Ensuring employees are treated fairly and feel valued
- C) Implementing new software
- D) Hiring only executive staff

10. How does technology like AI impact HR functions?

- A) It makes processes faster but requires new skills
- B) It removes the need for HR entirely
- C) It eliminates the need for fair practices
- D) It makes employees less productive