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Human Resource Management, 15e (Dessler) Chapter 6 ...

Human Resource Management, 15e (Dessler) Chapter 6 Employee Testing and Selection 1) Which of the following terms refers to hiring workers who have criminal backgrounds without proper safeguards? A) employment malpractice B) negligent hiring C) improper hiring D) invalid screening

Answer: B

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in aspects of human resource management In some organizations, line managers may be the only people who consider human resource management Other organizations may employ one or more people to oversee human resource management The policy and guidelines for human resource practice which such people provide are used by the line managers

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52 PART 1 Human Resources Management in Perspective are seen as inherent in the management of the business As James Walker, noted HRP

expert, put it, "Today, virtually all business issues have people implications; all human resource issues have business implications"⁵ HR managers are important facilitators of the planning process and are viewed as credible and important contributors to cre-

STRATEGIC HUMAN RESOURCE MANAGEMENT

tional goals These resources depend on human resources for their effective and efficient utilization At the same time, human resources also need to be managed Figure 11 depicts the centrality of human resources for the achievement of organizational goals Human resource management (HRM) is concerned with a holistic approach

Unit - 1 : Introduction to Human Resource Management

Human resources management (HRM) is a management function concerned with hiring, motivating and maintaining people in an organization It focuses on people in organizations Human resource management is designing management systems to ensure that human talent is used effectively and efficiently to accomplish organizational goals

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Fundamentals of human resource management

Fundamentals of human resource management and ways of managing people; that is, the development of human resources capable of demonstrating management in setting and pursuing national, sector wide, and corporate vision, strategies, and commitment to a common cause within the context of their own

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Ans Human Resource Management (HRM) is the process of managing people in organizations in a structured and thorough manner This covers the fields of staffing (hiring people), retention human resources like skills, knowledge, values and capabilities needed in addition to quantity of human resources is done through the following methods: - a