
Human Resource Questions and Verified Answers.

Human Resource Management - Correct answer is management systems to ensure that human talent is used effectively and efficiently

3 HR Roles - Correct answer administrative operational, employee advocate, and strategic

Generalist - Correct Answer A person with responsibility for performing a variety of HR activities.

Specialist - Correct Answer A person with in-depth knowledge and expertise in a limited area of HR.

FTE (Full Time Equivalents) - Correct Answer A measure equal to one person working full-time for a year

ROI (Return of Investment) - Correct answer a calculation showing the value of expenditures for HR activities

EVA (Economic Value Added) - Correct answer the net operating profit of a firm after the cost of capital is deducted

Benchmarking - Correct answer compares specific measures of performance against data on those measures on other organizations.

Balanced Score cards - Correct answer measures the strategic performance of organizations on four perspectives:

Financial

Internal

Customer

Learning and growth

WARN Act (Worker Adjustment and Retraining Notification) - Correct answer is a federal law that provides 60-day notice to employees and communities of pending downsizing, plant closings, hiring freezes and layoffs.

KSA (Knowledge skills and ability) - Correct answer are collected and used to provide a basis for determining what capabilities will be needed in the future.

HRMS (human resource management system) - Correct answer an integrated system provided information used by HR management in decision making.

Answers To Human Resource Questions

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Answers To Human Resource Questions:

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