

Name: _____

Class: _____

Human Resources Check For Understanding

Introduction to Human Resources

Directions: Write the correct letter for each question in the space provided by the number.

_____ 1. Which of the following is a contemporary challenge in social issues?

- A. Health care laws
- B. Leadership development
- C. Tax rates
- D. Downsizing

_____ 2. Which of the following is generally used by companies with fewer than 50 employees?

- A. Off shoring
- B. Downsizing
- C. Outsourcing and employee leasing
- D. Leadership development

_____ 3. Which of the following is a step in strategic planning?

- A. Overcoming resistance
- B. Job analysis
- C. Downsizing
- D. Off shoring

_____ 4. In which of the following strategic planning steps would a team approach be developed?

- A. Communicating
- B. Implementing plan in phases
- C. Engaging employees
- D. Overcoming resistance

_____ 5. Which of the following is used in positive internal business relationships?

- A. Mentoring
- B. Networking
- C. Collaborating
- D. Following up with individuals

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Legal Issues

Directions: Write the correct letter for each question in the space provided by the number.

_____ 1. The stage of discussion before a union workers' strike occurs is know as which of the following?

- A. Labor unions
- B. Equal opportunity talks
- C. Affirmative action
- D. Collective bargaining

_____ 2. Social Security can help replace lost income resulting from all but which of the following?

- A. Laziness
- B. Retirement
- C. Disability
- D. Death

_____ 3. The Fair Labor Standards Act restricts working hours for youth under what age?

- A. 16
- B. 17
- C. 18
- D. 21

_____ 4. The Age Discrimination Act of 1967 prohibits employment discrimination towards persons of what age?

- A. 16 years of age and younger
- B. 40 years of age and older
- C. 60 years of age and older
- D. 12 years of age and younger

_____ 5. The Americans with Disabilities Act applies to companies with how many employees?

- A. 15 or less
- B. 20 or more
- C. 20 or less
- D. 15 or more

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International Resource Management

Directions: Write the correct letter for each question in the space provided by the number.

_____ 1. Which of the following countries pays the least amount of compensation according to the segment?

- A. USA
- B. Japan
- C. Mexico
- D. Europe

_____ 2. Which of the following makes evaluations and appraisals easier in foreign countries?

- A. Having a translator present
- B. Having a time difference
- C. Being more flexible with standards
- D. Allowing employees the option of no evaluation or appraisals

_____ 3. Which of the following refers to the location of the primary office?

- A. Home base
- B. Foreign base
- C. IHR office
- D. International Labor Organization

_____ 4. Which of the following is defined as businesses and employees promoting decent work throughout the world?

- A. International Labor Organization
- B. IHR in a global firm
- C. Foreign base
- D. Evaluations and appraisals

_____ 5. Which of the following is an issue with IHR when a company goes global?

- A. Finding employees a place to live
- B. Giving spouse a job
- C. Recruiting and selecting employees
- D. Reducing home base salaries