

## GLO1 Functions of Human Resource Management Exam Version 1

Section: Human Resources • Total Questions: 10 • Format: Verified Q&A

**1. Which type of harassment indicates behavior involving an employee who is continually subjected to a coworker's requests for dates even after being asked to stop?**

- (A) Intimidation
  - (B) Gender identity
  - (C) Sexual
  - (D) Hostile work
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**2. What is the definition of implied contract?**

- (A) An agreement created through the actions of the employer and employee rather than through negotiation and documentation
  - (B) The terms and conditions of the relationship between an employer and employee that are documented in a written contract
  - (C) Laws that prohibit discrimination based on age, race, and gender
  - (D) The common law doctrine that employers can hire, fire, or promote an employee for any reason
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**3. At which level of analysis are annual performance reviews?**

- (A) Organization
  - (B) Task
  - (C) Project
  - (D) Person
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**4. A tenured employee becomes dissatisfied upon learning that a new hire in a similar role has a higher salary. Which motivation theory applies to the employee's dissatisfaction?**

- (A) Expectancy
  - (B) Equity
  - (C) Agency
  - (D) Reinforcement
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**5. Which factor should be considered in selecting the appropriate training media?**

- (A) The location of the training
  - (B) The level of performance management
  - (C) Employee readiness for training
  - (D) Employee attitude for learning
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**6. Which form of labor relations is this?**

- (A) Employee organizing
  - (B) Collective bargaining
  - (C) Concerted activity
  - (D) Worker solicitation
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**7. Which step of the performance management process is the manager using?**

- (A) Measurement
  - (B) Coaching
  - (C) Analysis
  - (D) Appraisal
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**8. Which activity is included in human resource planning?**

- (A) Forecasting human capital needs for the organization
  - (B) Implementing an organization's development strategy
  - (C) Analyzing jobs to ensure that human capital needs are met
  - (D) Providing time management strategies for supervisors
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**9. What is an exception to the doctrine of employment at will?**

- (A) Implied contract
  - (B) Termination for cause
  - (C) Mandatory waiting period
  - (D) Probationary period
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**10. A human resources (HR) department is evaluating their recruitment program to determine why applicants are being hired by competitors quickly. Which recruitment metric should the HR department use?**

- (A) New hire turnover
  - (B) Time required to hire
  - (C) Cost per hire
  - (D) New hire performance
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