

## Dessler Human Resource Management Chapter 14

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Human Resource Management, 15e (Dessler) Chapter 10 Employee Retention, Engagement, and Careers 1) Which of the following terms refers to educating, instructing, and training subordinates, usually related to daily tasks? A) mentoring B) coaching C) appraising D) grading Answer: B

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Human Resource Management, 15e (Dessler) Chapter 1 Introduction to Human Resource Management 1) The basic functions of the management process include all of the following EXCEPT \_\_\_\_\_. A) planning B) organizing C) outsourcing D) leading Answer: C Explanation: C) The five basic functions of the management process include planning,

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Human Resource Management, 15e (Dessler) Chapter 9 Performance Management and Appraisal 1) Which of the following terms refers to the process of evaluating an employee's current and/or past performance relative to his or her performance standards? A) employee selection B) performance appraisal C) employee orientation D) organizational development

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Human Resource Management, 15e (Dessler) Chapter 12 Pay for Performance and Financial Incentives 1) Frederick Taylor referred to the tendency of employees to work at the slowest pace possible and to produce at the minimum acceptable level as \_\_\_\_\_. A) social loafing B) systematic soldiering C) work shifting D) group logrolling Answer: B

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Human Resource Management, 15e (Dessler) Chapter 12 Pay for Performance and Financial Incentives 1) Frederick Taylor referred to the tendency of employees to work at the slowest pace possible and to produce at the minimum acceptable level as \_\_\_\_\_. A) social loafing B) systematic soldiering C) work shifting D) group logrolling Answer: B

### Human Resource Management, 15e (Dessler) Chapter 12 Pay ...

Human Resource Management, 15e (Dessler) Chapter 5 Personnel Planning and Recruiting 1) What is the first step in the recruitment and selection process? A) performing initial screening interviews B) building a pool of candidates C) performing candidate background checks D) deciding what positions to fill Answer: D

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