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(Dessler) Chapter 9 Performance
Management and Appraisal 1) Which of
the following terms refers to the process
of evaluating an employee's current

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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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(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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(Dessler) Chapter 10 ...

Human Resource Management, 15e(Dessler) Chapter 8 Training and Developing Employees 1) On Alicia's first day of work at a software firm, she attended a meeting with the HR manager and other new employees. Alicia learned about employee benefits packages, personnel policies, and the

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structure of the company.

Human Resource Management, 15e (Dessler) Chapter 8 ...

Human Resource Management, 15e
(Dessler) Chapter 2 Equal Opportunity
and the Law 1) Which amendment to the
U.S. Constitution states that "no person
shall be deprived of life,

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Human Resource Management, 15e (Dessler) Chapter 2 Equal ...

Human Resource Management, 15e
(Dessler) Chapter 7 Interviewing
Candidates 1) Which of the following is
the most commonly used selection tool?
A) telephone reference B) reference
letter C) interview D) personality test

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Answer: C Explanation: C) Interviews are the most widely used selection procedure. Not all managers use

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Performance and Financial Incentives 1)

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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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(Dessler) Chapter 12 Pay ...

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(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

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positions to fill Answer: D

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financial payments. Aligned Reward Strategy. All forms of pay or rewards going to employees and arising fro.... Pay in the form of wages, salaries, incentives, commissions, a.... Pay in the form of financial benefits such as insurance.

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