

HRM 591 WEEK 8 QUIZ

The Future Development of HR Management

1. According to the Ulrich HR roles framework, which role does HR need to play to build the organization's ability to embrace and capitalize on new situations and initiatives?

Change agent

2. Senior management at a high-end retailer based in Chicago is concerned with how to foster a work environment and system that will engage the workers and enable them to thrive in terms of the work they perform for the company. Based on the Lengnick–Hall model, HR needs to focus on playing which role in this situation?

Human capital steward

3. According to the Lepak and Snell employment model framework, when do employment practices require the use of productivity-based HR management?

When human capital has limited uniqueness but is of high strategic value.

4. Why is it difficult to effectively use performance evaluations as part of strategic HR?

They are based on current performance.

5. What are most of the barriers to implementing change in an organization rooted in?

Culture

6. Which of the following is an outcome of outsourcing components of HR operations?

An ability to focus on value-added activities.

7. How can outsourcing HR administrative services create a cost benefit for an organization?

Through economies of scale when bundled with other employers.