IRE242 – Exam Preparation
Practice Questions – Multiple Choice

Select the <u>best</u> response

1. Why is job analysis referred to as the cornerstone of HRM?
    a. It links HR strategy with HR processes
    b. The information obtained is proactive
    c. The information it collects supports many HRM processes
    d. It is required by law

2. What is a possible problem with using merit raises?
    a. They are seldom given to front-line employees
    b. In a team environment, they may be difficult to calculate
    c. Employees have an expectation that they will receive a raise annually.
    d. They are often perpetuated year after year even when performance declines.

3. Why do HR professionals need to be seen as part of the business, instead of mainly an administrative department?
    a. They must develop a solid understanding of the business and develop processes and practices that align with the business