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Human Resource Management Questions Dessler- Ch. 4 Chapter 4: Job Analysis Multiple Choice 1. _____ is the procedures through which one determines the duties associated with positions and the characteristics of people to hire for those positions. a. Job description

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1) Which of the following terms refers to hiring workers who have criminal backgrounds without proper safeguards? A) employment malpractice B) negligent hiring C) unreliable testing D) improper hiring E) invalid screening Answer: B Explanation:

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

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HUMAN RESOURCE MANAGEMENT. BY:GARY DESSLER. NINTH EDITION. PEARSON EDUCATION INTERNASIONAL. ... In the previous chapter, we discussed job analysis and the methods managers use to create job descriptions and job specifications. ... The director of nursing and the human resource director want to forecast the requirement for registered nurses. The ...

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