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Which of the following terms refers to educating, instructing, and training subordinates, usually related to daily

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tasks? A) mentoring B) coaching C) appraising D) grading Answer: B

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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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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

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appraisal C) employee orientation D)  
organizational development

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

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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

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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

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interviews B) building a pool of candidates C) performing candidate background checks D) deciding what positions to fill Answer: D

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Recruitment and Selection. 1. Decide

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what positions to fill, through workforce/personnel planning and forecasting. 2. Build a pool of candidates for these jobs, by recruiting internal or external candidates.

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