

*Management, 15e, Global Edition (Robbins/Coulter)*  
**Chapter 12 Managing Human Resources**

1) The Human Capital Index concluded that people-oriented HRM \_\_\_\_\_.

- A) is only effective in developed countries
- B) is only effective in developing nations
- C) results in higher labor costs
- D) results in superior shareholder value

Answer: D

Diff: 1

AACSB: Reflective thinking

Learning Obj: LO 12.1: Explain the importance of human resource management and the human resource management process.

Classification: Concept

2) Good organization HRM strategies include treating employees as \_\_\_\_\_.

- A) a renewable resource
- B) partners
- C) costs that should be minimized
- D) replaceable with automation

Answer: B

Diff: 2

AACSB: Reflective thinking

Learning Obj: LO 12.1: Explain the importance of human resource management and the human resource management process.

Classification: Concept

3) One recent study shows that over two-thirds of CEOs believe that human capital \_\_\_\_\_.

- A) will eventually become obsolete
- B) is the key source of sustained economic value
- C) will continue to increase the organization's costs
- D) is becoming more litigious

Answer: B

Diff: 3

AACSB: Application of knowledge

Learning Obj: LO 12.1: Explain the importance of human resource management and the human resource management process.

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