

TRUE/FALSE. Write 'T' if the statement is true and 'F' if the statement is false.

- 1) The goal of strategic management in an organization is to deploy and allocate resources in a way that provides the company with a competitive advantage. 1) \_\_\_\_\_
- 2) A business model is a story of how the firm will create value for customers, and do so profitably. 2) \_\_\_\_\_
- 3) Gross margin is difference between what you charge for your product and the variable costs of that product. 3) \_\_\_\_\_
- 4) If you produce widgets in a factory, the rent you pay for the use of the factory would be considered a variable cost. 4) \_\_\_\_\_
- 5) Strategic management is more than a collection of strategic types. It is a process to increase the likelihood of achieving a company's goals. 5) \_\_\_\_\_
- 6) Strategic human resource management is a pattern of planned human resource deployments and activities intended to enable an organization to achieve its goals. 6) \_\_\_\_\_
- 7) The strategic management process includes two distinct yet interdependent phases: strategy formulation and strategy implementation. 7) \_\_\_\_\_
- 8) Strategic decision makers often pay less attention to the "how to compete" issue, which results in poor strategic decisions. 8) \_\_\_\_\_
- 9) Although one-way linkage does recognize the importance of human resources in implementing the strategic plan, it precludes the company from considering human resource issues while formulating the strategic plan. 9) \_\_\_\_\_
- 10) Untapped labour pools are an example of a strategic opportunity in an organization's operating environment. 10) \_\_\_\_\_
- 11) The responsibility of keeping tabs on the external environment for human resource-related opportunities and threats rests with the top management. 11) \_\_\_\_\_
- 12) Strategic choice is the way an organization attempts to fulfill its mission and achieve its long-term goals. 12) \_\_\_\_\_
- 13) Research has indicated that a majority of companies have fully integrated HRM into the strategy formulation process. 13) \_\_\_\_\_

- 14) A company's strategy will have a direct impact upon the firm's recruitment efforts, but only an indirect impact on its selection procedures and the types of employees selected. 14) \_\_\_\_\_
- 15) The down side of providing a high level of pay and benefits is that it can lead to employee complacency. 15) \_\_\_\_\_
- 16) By tying pay to performance, a company can elicit specific activities and levels of performance from employees. 16) \_\_\_\_\_
- 17) According to research, HRM practices and employee performance are positively related. 17) \_\_\_\_\_
- 18) Increasing the use of HRM practices will automatically result in increased profitability. 18) \_\_\_\_\_
- 19) Jobholder actions are behaviours required of an individual in his/her role as a job holder in a social work environment. 19) \_\_\_\_\_
- 20) Concentration strategies traditionally include vertical and horizontal integration. 20) \_\_\_\_\_
- 21) Research indicates that downsizing has been largely successful in achieving goals of increased productivity and profitability. 21) \_\_\_\_\_
- 22) Most strategies that companies espouse are intended strategies. 22) \_\_\_\_\_
- 23) A customer orientation is one of the most important changes in the HRM function's attempts to become strategic. 23) \_\_\_\_\_
- 24) The basic process of building HR strategy starts with scanning the internal environment. 24) \_\_\_\_\_
- 25) The audit approach to evaluating HR effectiveness focuses on reviewing the various outcomes of the HR functional areas. 25) \_\_\_\_\_
- 26) The analytic approach to evaluating HR effectiveness focuses exclusively on estimating the financial costs and benefits resulting from HR practice. 26) \_\_\_\_\_
- 27) Fewer HR activities are being outsourced today than in past years. 27) \_\_\_\_\_
- 28) Outsourcing is usually done for one of the two reasons: to provide the service more cheaply than it would cost to do it internally, or to limit competition. 28) \_\_\_\_\_
- 29) Reengineering involves incremental, ongoing changes and redesign to make work processes more cost efficient. 29) \_\_\_\_\_



- 38) Which is not one of the three divisions? 38) \_\_\_\_\_  
A) The center for outsourcing B) Field generalists  
C) Centers for expertise D) The service center
- 39) The first component in the strategy formulation process is: 39) \_\_\_\_\_  
A) completion of an external analysis.  
B) establishment of corporate goals.  
C) strategic choice.  
D) formulation of a statement of mission.
- 40) The last step in the strategy formulation is: 40) \_\_\_\_\_  
A) strategic choice.  
B) establishment of corporate goals.  
C) formulation of a statement of mission.  
D) completion of an internal and external analysis.
- 41) The \_\_\_\_\_ approach focuses on either: (1) determining whether the introduction of a program or practice has the intended effect, or (2) estimating the financial costs and benefits resulting from an HRM practice. 41) \_\_\_\_\_  
A) analytic B) audit C) wellness D) cost-benefit
- 42) Jeff works as an HR generalist for an IT firm. Along with his other responsibilities, he has been entrusted with additional responsibilities which include performance and behavioural counseling. Which of the following roles would best describe Jeff? 42) \_\_\_\_\_  
A) Strategic advisor B) Liaison to the board  
C) Counsellor Confidante Coach D) Talent architect
- 43) Some companies now heavily weigh a firm's \_\_\_\_\_ before embarking on a merger or acquisition. 43) \_\_\_\_\_  
A) infrastructure B) human capital  
C) operational efficiency D) culture
- 44) Strategy formulation involves all but one of the following. Name the exception. 44) \_\_\_\_\_  
A) Defining the firm's mission and goals  
B) Defining the firm's organizational structure  
C) Assessing the firm's external opportunities and threats  
D) Generating various strategic alternatives
- 45) The first step to a customer orientation is 45) \_\_\_\_\_  
A) creating strategies that serve customers.  
B) identifying customers.  
C) identifying the needs of customers.  
D) developing technologies that serve customers.

- 46) Increasing immigrant population is one of the functions of this stage in HR strategy process. 46) \_\_\_\_\_  
 A) Developing the HR strategy B) Identifying people issues  
 C) Identifying strategic business issues D) Scanning the external environment
- 47) Company X develops results-based performance management systems and conducts divisional-corporate performance evaluations to encourage risk taking on the part of managers. Which strategy is this company following? 47) \_\_\_\_\_  
 A) Differentiation B) Cost  
 C) External growth D) Directional
- 48) \_\_\_\_\_ strategies are the result of the rational decision-making process used by top managers as they develop a strategic plan. 48) \_\_\_\_\_  
 A) Accidental B) Intended C) Divergent D) Emergent
- 49) Which of the following strategies evolves from the grassroots of an organization and can be thought of as what organizations actually do? 49) \_\_\_\_\_  
 A) Intended B) Emergent C) Concentration D) Directional
- 50) Most \_\_\_\_\_ strategies are identified by those lower in the organizational hierarchy, where it is often the rank-and-file employees who provide ideas for new markets, new products, and new strategies. 50) \_\_\_\_\_  
 A) directional B) intended C) concentration D) emergent
- 51) Most strategies that companies espouse are: 51) \_\_\_\_\_  
 A) emergent strategies. B) intended strategies.  
 C) directional strategies. D) concentration strategies.
- 52) \_\_\_\_\_ consists of examining the organization's operating environment to identify the strategic opportunities and threats. 52) \_\_\_\_\_  
 A) External analysis B) Strategic formulation  
 C) Strategic choice D) Internal analysis
- 53) \_\_\_\_\_ attempts to identify the organization's strengths and weaknesses. 53) \_\_\_\_\_  
 A) Strategic formulation B) Strategic choice  
 C) External analysis D) Internal analysis
- 54) What type of strategy is used by a firm that focuses on what it does best within established markets? 54) \_\_\_\_\_  
 A) Internal growth B) Divestment  
 C) Concentration D) External growth

- 55) For companies following a(n) \_\_\_\_\_ strategy, joint ventures require extensive training in conflict resolution techniques because of the problems associated with combining people from two distinct organizational cultures. 55) \_\_\_\_\_  
 A) divestment B) external growth  
 C) internal growth D) concentration
- 56) Company Z's appraisals tend to be more behavioural because the company environment is more certain and the behaviours necessary for effective performance are established. Which strategy is this company following? 56) \_\_\_\_\_  
 A) Divestment strategy B) Internal growth strategy  
 C) Concentration strategy D) External growth strategy
- 57) Firms that seek to scale down their operations are following a(n): 57) \_\_\_\_\_  
 A) external growth strategy. B) divestment strategy.  
 C) internal growth strategy. D) concentration strategy.
- 58) The most prevalent HR problem for firms facing external growth strategies is: 58) \_\_\_\_\_  
 A) standardizing practices across the organization.  
 B) determining the fair-market price of acquisitions.  
 C) finding the right companies to purchase.  
 D) hiring the right people.
- 59) \_\_\_\_\_ levels of integration seem to exist between the HRM function and the strategic management function. 59) \_\_\_\_\_  
 A) Two B) Four C) Three D) Five
- 60) What type of strategy is used by a firm that specifically defines required skills and seeks efficiency through worker participation? 60) \_\_\_\_\_  
 A) Differentiation B) Cost  
 C) Analyzer D) Focus
- 61) IBM has consistently emphasized its brand image and its reputation for superior service while charging a higher price for its computers. This is an example of which one of Porter's generic strategies? 61) \_\_\_\_\_  
 A) Overall cost leadership B) Prospectors  
 C) Differentiation D) Focus
- 62) A recent trend in HR that is consistent with a total quality management philosophy emphasizes 62) \_\_\_\_\_  
 A) functional approaches in delivering HR programs.  
 B) cost reduction of HR functions.  
 C) efficiency in delivering programs.  
 D) a customer-oriented approach in delivering HR programs.

- 63) The purpose of the SWOT analysis is to: 63) \_\_\_\_\_  
A) choose the best strategy.  
B) generate a large number of strategic alternatives.  
C) consider the downside of each strategic alternative.  
D) realign HR practices.
- 64) Employees in companies with a differentiation strategy would need to be: 64) \_\_\_\_\_  
A) risk averse. B) highly concerned with quantity.  
C) comfortable with stability. D) highly creative and cooperative.
- 65) All of the following are strategy decisions about competition EXCEPT: 65) \_\_\_\_\_  
A) How long to compete? B) How to compete?  
C) With what to compete? D) Where to compete?
- 66) Which of the following statements is TRUE regarding strategy implementation? 66) \_\_\_\_\_  
A) HR is seldom involved in strategy implementation activities.  
B) HR has primary responsibility for all five of the major components to strategy implementation.  
C) HR has an influence over all the variables involved in the strategy implementation process.  
D) HR practices are completely independent from strategy implementation.
- 67) Identify the role of a strategic advisor from the following. 67) \_\_\_\_\_  
A) Meeting with direct reports to provide guidance and check on progress.  
B) Sharing the people expertise as part of the decision-making process.  
C) Helping the executive team see the importance of talent.  
D) Identifying present and future talent gaps, and coming to own the talent agenda.
- 68) Which is the lowest level of integration between the HRM function and the strategic management function? 68) \_\_\_\_\_  
A) Integrative linkage B) Two-way linkage  
C) Executive linkage D) Administrative linkage
- 69) Company X wants to become the lowest cost producer in the industry. What should it do? 69) \_\_\_\_\_  
A) Reduce expenditure on production facilities.  
B) Construct efficient large-scale facilities.  
C) Create a product that is different from others available in the market.  
D) Invest heavily in branding their product.

- 70) Which of the following statements pertains to the audit approach? 70) \_\_\_\_\_  
 A) It uses utility analysis to estimate the financial impact of the employee behaviour.  
 B) This approach deals with the determination of the impact of the dollar value.  
 C) Key indicators and customer satisfaction measures are important in this approach.  
 D) It involves the use of statistics and finance and hence it is more demanding.
- 71) Which one of the following is NOT an internal growth strategy? 71) \_\_\_\_\_  
 A) Innovation  
 B) Joint venture  
 C) Vertical integration  
 D) Market development
- 72) Melissa is an HR manager. She has been recently promoted. Some of the activities her new role entails are engaging with the board of directors, performance of other members of the executive team, CEO succession. What is the Melissa's new role? 72) \_\_\_\_\_  
 A) Leader of the HR function  
 B) Representative of the firm  
 C) Strategic advisor  
 D) Liaison to the board
- 73) In which type of an organization do employees expand their capacity to achieve the results that they desire? 73) \_\_\_\_\_  
 A) Emergent organizations  
 B) Learning organizations  
 C) Strategic organizations  
 D) Diversified organizations
- 74) What is the name of the process that manages the pattern or plan that integrates an organization's major goals, policies, and action sequences into a cohesive whole? 74) \_\_\_\_\_  
 A) Long-range planning  
 B) Strategy implementation  
 C) Strategic management  
 D) Management by objectives
- 75) Evaluation helps determine whether the HRM function is meeting its objectives and effectively using its budget. This refers to 75) \_\_\_\_\_  
 A) marketing the function.  
 B) employee selection.  
 C) providing accountability.  
 D) auditing.
- 76) \_\_\_\_\_ involves contracting with an outside vendor to provide a product or service to a firm, as opposed to producing the product using employees within the firm. 76) \_\_\_\_\_  
 A) Outsourcing  
 B) Transferring human capital  
 C) Offshoring  
 D) Importing human capital
- 77) This meets the needs of both the line managers and employees by giving employees opportunities to ensure that they increase their human capital. 77) \_\_\_\_\_  
 A) Selection systems  
 B) Performance management systems  
 C) Reward systems  
 D) Training and development systems

- 78) A company engaged in a differentiation strategy is likely to focus on all but one of the following. Name the exception. 78) \_\_\_\_\_
- A) Develop results-based performance management systems.
  - B) Engage in limited socialization of newcomers.
  - C) Promote internally, with internally consistent pay systems.
  - D) Encourage creativity through broadly defined jobs with general job descriptions.
- 79) Apple computers come with their own proprietary operating systems. What kind of a strategy is this? 79) \_\_\_\_\_
- A) Differentiation
  - B) Reactor
  - C) Prospector
  - D) Overall cost leadership
- 80) In an organization, a strategic planning group consists of all but one of the following. Name the exception. 80) \_\_\_\_\_
- A) Presidents
  - B) Regional business head
  - C) Chief financial officer
  - D) Chief executive officer
- 81) The audit approach for evaluating the effectiveness of HR practices focuses on 81) \_\_\_\_\_
- A) reviewing the various outcomes of the HR functional area.
  - B) estimating the financial costs and benefits resulting from an HR practice.
  - C) determining the dollar value of a program.
  - D) determining whether the HR program practice has the intended effect.
- 82) HRM is primarily responsible for three of the following variables in the strategy implementation process. Identify the exception. 82) \_\_\_\_\_
- A) Selection, training, and development of people
  - B) Reward systems
  - C) Customer awareness
  - D) Task design
- 83) Integrative linkage is: 83) \_\_\_\_\_
- A) simple, based on a continuing rather than single interaction.
  - B) dynamic, multifaceted, and based on sequential rather than continuing interaction.
  - C) simple, based on a single rather than continuing interaction.
  - D) dynamic, multifaceted, and based on continuing rather than sequential interaction.
- 84) Which type of companies tend to use compensation systems devoting a lower percentage of total pay to incentives and a high percentage to benefits? 84) \_\_\_\_\_
- A) Acquired companies
  - B) Start-up companies
  - C) Growing companies
  - D) Mature companies
- 85) This role deals with identifying the morale or motivational issues with the employees. 85) \_\_\_\_\_
- A) Leader of the HR function
  - B) Workforce sensor
  - C) Representative of the firm
  - D) Strategic advisor

- 86) \_\_\_\_\_ can be thought of as the pattern of planned human resource deployments and activities intended to enable an organization to achieve its goals. 86) \_\_\_\_\_  
 A) Strategy formulation B) HRM  
 C) Strategy implementation D) Strategic HRM
- 87) What is a story of how the firm will create value for customers and how it will do so profitably? 87) \_\_\_\_\_  
 A) Business planning B) Business model  
 C) Strategy D) Strategic management
- 88) Company X is a retail firm specializing in menswear. It has identified its main competitors as firms providing formal attire to working males between the ages of 22-35. Company X is at the \_\_\_\_\_ phase. 88) \_\_\_\_\_  
 A) strategic management B) strategy formulation  
 C) strategy implementation D) strategic planning
- 89) The process that involves allocating resources, developing structures, hiring skilled employees, and developing appropriate reward systems is known as: 89) \_\_\_\_\_  
 A) strategy formulation. B) strategic management.  
 C) strategy implementation. D) strategic planning.
- 90) The \_\_\_\_\_ is a statement of the organization's reason for being that usually specifies the customers served, the needs satisfied and or the values received by the customers, and the technology used. 90) \_\_\_\_\_  
 A) mission B) strategy C) goal D) vision
- 91) An organization's \_\_\_\_\_ is what it hopes to achieve in the medium- to long-term future. 91) \_\_\_\_\_  
 A) goal B) strategy C) vision D) mission
- 92) When an organization develops integrated manufacturing systems such as advanced manufacturing technology and just-in-time inventory control, then one of the responsibilities of SHRM is to: 92) \_\_\_\_\_  
 A) document the use of these systems within the organization.  
 B) assess the skills required to run these systems.  
 C) ensure the availability of the physical resources (plant, equipment, and technology) required to implement these systems.  
 D) test the applicability of these systems.
- 93) A review of critical work processes and the redesign to make them more efficient and able to deliver higher quality is called 93) \_\_\_\_\_  
 A) reengineering. B) total quality management.  
 C) benchmarking. D) expert work systems.

- 94) At which level of integration is HR's attention and time focused solely on day-to-day activities? 94) \_\_\_\_\_  
 A) Administrative linkage B) Integrative linkage  
 C) Two-way linkage D) One-way linkage
- 95) At which level of integration is the HR department simply engaged in regulatory work that is unrelated to the company's core business needs? 95) \_\_\_\_\_  
 A) One-way linkage B) Integrative linkage  
 C) Two-way linkage D) Administrative linkage
- 96) Which of the following often leads to strategic plans that the company cannot successfully implement? 96) \_\_\_\_\_  
 A) Integrative linkage B) One-way linkage  
 C) Two-way linkage D) Congruent linkage
- 97) In which level of integration are the strategic planning function and the HRM function interdependent? 97) \_\_\_\_\_  
 A) One-way linkage B) Integrative linkage  
 C) Two-way linkage D) Administrative linkage
- 98) Which of the following is the correct order of the reengineering process? 98) \_\_\_\_\_  
 A) Identify, Implement, Understand, Redesign.  
 B) Identify, Understand, Redesign, Implement.  
 C) Understand, Identify, Implement, Redesign.  
 D) Understand, Redesign, Identify, Implement.

SHORT ANSWER. Write the word or phrase that best completes each statement or answers the question.

- 99) What are the four basic accounting concepts that are necessary to understand the concept of a business model? Provide a description/example for each one. 99) \_\_\_\_\_
- 100) Discuss four ways an HR department can ensure involvement with a firm's strategic management process. 100) \_\_\_\_\_
- 101) List the three decisions about competition and explain each. Of these three which do decision makers often pay the least attention to and what is the result? 101) \_\_\_\_\_
- 102) List the four levels of integration that can exist between the HR function and the strategic management functions. 102) \_\_\_\_\_
- 103) Discuss the three steps in a two-way linkage between the HR function and the strategic management functions. 103) \_\_\_\_\_
- 104) Identify and explain the steps in formulating a strategy. 104) \_\_\_\_\_

- 105) List the five important variables that can determine the success of an implemented strategy. Of these five variables explain why HRM has primary responsibility for these variables. 105) \_\_\_\_\_
- 106) Compare and contrast Porter's generic strategies of cost leadership and differentiation. 106) \_\_\_\_\_
- 107) Describe two of the four directional strategies that firms have used to meet objectives. 107) \_\_\_\_\_
- 108) Discuss the different challenges faced by HR in firms emphasizing internal vs. external growth. 108) \_\_\_\_\_
- 109) Discuss the differences between the audit and analytic approaches for evaluating the effectiveness of the practices. 109) \_\_\_\_\_
- 110) Discuss how outsourcing is being used to increase the effectiveness of HR. 110) \_\_\_\_\_
- 111) Discuss what occurs at each of the four steps in the reengineering process. 111) \_\_\_\_\_
- 112) List the roles of a chief human resource officer (CHRO). 112) \_\_\_\_\_

## Answer Key

Testname: UNTITLED2

- 1) TRUE
- 2) TRUE
- 3) FALSE
- 4) FALSE
- 5) TRUE
- 6) TRUE
- 7) TRUE
- 8) FALSE
- 9) TRUE
- 10) TRUE
- 11) FALSE
- 12) TRUE
- 13) FALSE
- 14) FALSE
- 15) FALSE
- 16) TRUE
- 17) TRUE
- 18) FALSE
- 19) FALSE
- 20) FALSE
- 21) FALSE
- 22) TRUE
- 23) TRUE
- 24) FALSE
- 25) TRUE
- 26) FALSE
- 27) FALSE
- 28) FALSE
- 29) FALSE
- 30) TRUE
- 31) FALSE
- 32) C
- 33) C
- 34) B
- 35) C
- 36) C
- 37) D
- 38) A
- 39) D
- 40) A
- 41) A
- 42) C
- 43) D
- 44) B
- 45) B
- 46) D
- 47) A
- 48) B
- 49) B
- 50) D

Answer Key

Testname: UNTITLED2

- 51) B
- 52) A
- 53) D
- 54) C
- 55) C
- 56) C
- 57) B
- 58) A
- 59) B
- 60) B
- 61) C
- 62) D
- 63) B
- 64) D
- 65) A
- 66) C
- 67) B
- 68) D
- 69) B
- 70) C
- 71) C
- 72) D
- 73) B
- 74) C
- 75) C
- 76) A
- 77) D
- 78) C
- 79) A
- 80) B
- 81) A
- 82) C
- 83) D
- 84) D
- 85) B
- 86) D
- 87) B
- 88) B
- 89) C
- 90) A
- 91) A
- 92) B
- 93) A
- 94) A
- 95) D
- 96) B
- 97) C
- 98) B

99) A business model is a story of how the firm will create value for customers and, more importantly, how it will do so profitably. We often hear or read of companies that have "transformed their business model" in one way or another, but what that means is not always clear. To understand this, we need to grasp a few basic accounting concepts.

First, fixed costs are generally considered the costs that are incurred regardless of the number of units produced. For instance, if you are producing widgets in a factory, you have the rent you pay for the factory, depreciation of the machines, the utilities, the property taxes, and so on. In addition, you generally have a set number of employees who work a set number of hours with a specified level of benefits, and while you might be able to vary these over time, on a regular basis you pay the same total labour costs whether your factory runs at 70 percent capacity or 95 percent capacity.

Second, you have a number of variable costs, which are those costs that vary directly with the units produced. For instance, all of the materials that go into the widget might cost a total of \$10, which means that you have to charge at least \$10 per widget, or you cannot even cover the variable costs of production. Third is the concept of "contribution margins," or margins. Margins are the difference between what you charge for your product and the variable costs of that product. They are called contribution margins because they are what contributes to your ability to cover your fixed costs. So, for instance, if you charged \$15 for each widget, your contribution margin would be \$5 (\$15 price – \$10 variable cost).

Fourth, the gross margin is the total amount of margin you made and is calculated as the number of units sold times the contribution margin. If you sold 1,000,000 units, your gross margin would then be 5,000,000. Did you make a profit? That depends. Profit refers to what is left after you have paid your variable costs and your fixed costs. If your gross margin was \$5,000,000, and your fixed costs were \$6,000,000, then you lost \$1,000,000.

100) Answers may vary

In the strategic management process, the human resource department should:

1. have input into the strategic plan;
2. have specific knowledge of the organization's strategic goals;
3. know what types of employee skills, behaviours, and attitudes are needed to support the strategic plan;  
and
4. develop programs to ensure that employees possess these skills, behaviours, and attitudes.

101) Answers may vary

102) Answers may vary

103) Answers may vary

104) Answers may vary

Mission-The mission is a statement of the organization's reason for being; it usually specifies the customers served, the needs satisfied and or the values received by the customers, and the technology used.

Goals-Goals are what a company hopes to achieve in the medium-to long-term future; they reflect how the mission will be operationalized.

External analysis-The external analysis consists of examining the organization's operating environment to identify the strategic opportunities and threats facing the firm.

Internal analysis-The internal analysis attempts to identify the organization's strengths and weaknesses.

Strategic choice-The strategic choice is the organization's strategy; it describes the ways the organization will attempt to fulfill its mission and achieve its long-term goals.

105) Answers may vary

106) Answers may vary

Cost leadership-Emphasizes lowest cost leadership in the industry. The strategy is achieved by constructing efficient, large-scale facilities; capitalizing on the experience curve; and by controlling overhead expenses and costs in such areas as research and development, service, sales force, and advertising.

Differentiation-Creates the impression that firm's products or services are different from others in the industry. Offers unique features; creates brand image or offers unique customer services. If a company is successful in differentiating its product, it will achieve above-average returns, and the differentiation may protect it from price sensitivity.

107) Answers may vary

108) Answers may vary

Internal growth-Requires a firm to constantly train and promote individuals and to hire their replacements. Appraisals need to be based on knowledge of the new skills needed. Compensation packages must focus on achieving growth targets. If involved with joint ventures, resolving conflicts between different organization cultures becomes important.

External growth-Consists of conflict resolution also, but the major problem is the integration and standardization of HR programs from acquired organizations.

109) Answers may vary

The audit approach focuses on reviewing various outcomes of the HR functional areas.

The analytic approach focuses on determining (1) whether the introduction of a program or practice has the intended effect or (2) estimating the financial costs and benefits resulting from an HR practice. The analytic approach is more demanding than the audit approach since it requires the detailed use of statistics and finance.

110) Answers may vary

Often the outsourcing partner can improve the delivery of various HR activities, especially in the transactional area. Usually, this partner can perform activities more efficiently and or more effectively. This would be especially true for smaller firms to attain the expertise of an outsourcing partner's experience with many firms. The trend is marketed as a cost-and time-saving approach that will provide best people-practices, improve the quality of HR services to employees, and enable one to concentrate on its core activities.

111) Answers may vary

The steps include:

1. Identifying the process-Have managers who control process and employees involved in process participate on the reengineering team.
2. Understanding the process-Determine a number of different things, such as whether jobs can be combined? can satisfaction be improved? how many special situations must be dealt with? are steps arranged in natural order? and what is the outcome?
3. Redesigning the process-The team develops models, tests them, and chooses how to integrate prototype into organization.
4. Implementing the process-The company tries out the process in a controlled, limited setting before expanding companywide.

112) Answers may vary

The following are the roles of a chief human resource officer:

1. Strategic advisor to the executive team-activities focused specifically on the formulation and implementation of the firm's strategy.
2. Counsellor confidante coach to the executive team-activities focused on counseling or coaching team members or resolving interpersonal or political conflicts among team members.
3. Liaison to the board of directors-preparation for board meetings, phone calls with board members, attendance at board meetings.
4. Talent architect-activities focused on building and identifying the human capital critical to the present and future of the firm.
5. Leader of the HR function-working with HR team members regarding the development, design, and delivery of HR services.
6. Workforce sensor-activities focused on identifying workforce morale issues or concerns.
7. Representative of the firm-activities with external stakeholders, such as lobbying, speaking to outside groups, etc.