

Chapter 1: The World of Human Resources Management

1. What is HRM? Illustrate with an example.
HRM = Human Resources Management
 - Identifying recruiting and selecting employees
 - Training motivating and appraising employees
2. What is meant by human capital? Give an example
Human Capital – The skills knowledge and capabilities of individuals that have economic value to an organization
3. Your text provides 6 competitive issues that the HR field faces. Be able to list the issues, explain what is meant by each, and illustrate with an example. The rest of these questions for Chapter 1 deal with the specifics of these challenges.
 - Responding Strategically to changes in the local and global marketplace
 - Setting and Achieving corporate responsibility and sustainability goals
 - Advancing HRM with Technology
 - Containing Costs while retaining top talent and maximizing productivity
 - Responding to the demographic and diversity challenges of the workforce
 - Adapting to educational and cultural shifts affecting the workplace
4. What is each of the terms and how are they related: Six Sigma, reengineering, downsizing, and outsourcing?
All these terms are linked by change management.
Six sigma – set of principles and practices whose core ideas include understanding customer needs, doing things right the first time, and striving for continuous improvement.
Reengineering – rethinking and radical redesign of business processes to achieve dramatic improvements in cost quality service and speed
Downsizing – planned elimination of jobs
Outsourcing – Contracting out work that was formerly done by employees
5. What is change management? Be able to illustrate with an example.
Change Management – the systematic way of bringing about and managing both organizational changes and changes on the individual level.
6. What is the difference between reactive change and proactive change?
Reactive changes are strategic changes companies pursue when external forces such as competition, crisis, law changes, and a recession.
Proactive changes – changes initiated to take advantage of targeted opportunities.
7. What is globalization and how is this trend affecting HRM?
The trend to opening up foreign markets to international trade and investment
Have to deal with employees of different cultures, overseas, gauging knowledge and skills of foreign workers, relocating employees etc
8. What is corporate social responsibility and sustainability?
Corporate Social Responsibility – responsibility of the firm to act in the best interests of the people and communities affected by its activities
Sustainability – a company's ability to produce a good or service without damaging the environment or depleting a resource.
9. What is the significance of increasing knowledge workers, particularly to HRM?
Knowledge workers – workers whose responsibilities include planning, developing, problem solving.
Extend beyond touch labour. It is important because with more advanced technology comes more jobs that require more skill.
10. What use does HRM make use of HRIS and how has technology impacted the HRM practice?
HRIS = Human Resources Information System

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Karin Nielsen-Saines



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