

Chapter 1 An Introduction to Recruitment and Selection

- b. Employers have focused their search on younger and tech-savvy applicants.
- c. Employers have limited their early-retirement incentives to managers only.
- d. Employers have implemented layoffs that are not age related.

ANSWER: d

14. Given that best practices in recruitment and selection are applied to an organization, which of the following results has NOT been supported with empirical studies?

- a. establishing employee trust
- b. increasing the firm's market price
- c. reducing employee turnover
- d. encouraging poor performers to leave

ANSWER: b

15. Given the application of progressive human resources practices, what might an organization expect from its employees?

- a. higher compensation costs
- b. lower dysfunctional behaviours
- c. higher operating costs
- d. lower unionization

ANSWER: b

16. According to the Work Foundation and Institute for Employment Studies in the United Kingdom, what percentage of employees in the United Kingdom are expected to be employed by 2020?

- a. 10%
- b. 20%
- c. 30%
- d. 40%

ANSWER: c

17. Which of the following represents a challenge that will be faced by the HR profession in 2020?

- a. talent
- b. time
- c. cost
- d. change

ANSWER: d

18. Which of the following represents a challenge that the HR profession will face in 2020?

ANSWER: d

- a. talent
- b. time
- c. cost
- d. change

ANSWER: d

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A Gutmann



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