

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 affected by the 2010 government budget cuts?

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

ANSWER: c

17. Which of the following organizations is expected to be affected by the 2010 government budget cuts?

- a. NHS
- b. BBC
- c. HMV
- d. HMRC

ANSWER: a

18. Which of the following organizations is expected to be affected by the 2010 government budget cuts?

ANSWER: a

- a. NHS
- b. BBC
- c. HMV
- d. HMRC

ANSWER: a

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D Kirk



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