

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 working in the gig economy by 2020?

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

ANSWER: c

17. Which of the following organizations publishes research on the gig economy in the United Kingdom?

- a. ILO
- b. OECD
- c. ILO
- d. OECD

ANSWER: b

18. Which of the following organizations publishes research on the gig economy in the United Kingdom?

ANSWER: b

- a. International Labour Organization (ILO) - publishes research on the gig economy in the United Kingdom.
- b. Organisation for Economic Co-operation and Development (OECD) - publishes research on the gig economy in the United Kingdom.
- c. International Labour Organization (ILO) - publishes research on the gig economy in the United Kingdom.
- d. Organisation for Economic Co-operation and Development (OECD) - publishes research on the gig economy in the United Kingdom.

ANSWER: b

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**Great Britain. Parliament. House of
Lords**



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