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Models and Strategy 1) Human
capital refers to the
knowledge, skill, and
ability of people and their
motivation to use them
successfully on the job.

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Answer: TRUE Topic: The Nature of Staffing 2) For the average organization, employee costs (wages or salaries and benefits) are under 10%

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(Heneman) Chapter 1 Staffing

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41. Employing organizations usually have a lot of control over the quality of the flexible workforce.

FALSE 42. A flexible workforce can be obtained by using staffing firms or independent contractors.

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TRUE 43. Outsourcing is a more drastic step than using independent contractors or temporary employees. TRUE 44.

Chapter 03 Planning Test Bank Answer Key

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running case involving a fictitious retailing organization provides even greater opportunity for in-depth analysis and skill-building. Students also have the opportunity to address ethical issues at the end of

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most important and commonly used methods in human resource management in such detail. The authors clearly outline how organizations can create programs to improve hiring and training, make jobs safer, provide a

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satisfying work environment, and help employees to work smarter. Throughout, they provide practical tips on how to conduct a job analysis, often offering anecdotes from their own experiences.

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Based on a staffing model that identifies all the key components of staffing, external influences and staffing system management, this work covers: the model itself; external influences

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(economics, laws and regulations); staffing strategy and planning; job analysis; measurement; external and internal recruitment; external and internal selection; decision making; the final match; and

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