

***Fundamentals of Human Resources in Healthcare***  
***2nd edition Fried Test Bank***

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1. ch01-001

Why should healthcare organizations be concerned about integrating business strategies and HR?

- a. To better align the business strategies with each other
- b. To determine which HR functions should be done in-house and which should be outsourced
- \*c. To enhance organizational outcomes
- d. To ensure that the organization is included in various lists of "best places to work"

2. ch01-002

Which of the following is an HR metric?

- a. Market share
- \*b. Cost per hire
- c. Profitability
- d. Competitive advantage

3. ch01-003

The number of HR staff members in most organizations

- a. continues to increase.
- b. is remaining the same.
- c. cannot be determined.
- \*d. continues to decline.

4. ch01-004

Which of the following is not part of a balanced scorecard?

- a. Short-term and long-term objectives
- b. Internal and external performance perspective
- c. Financial and nonfinancial metrics
- \*d. Measures of the internal and external environments

5. ch01-005

Which of the following would not be considered a relatively current HR practice?

- a. Broad job classes
- b. Performance-based pay
- \*c. Fixed fringe benefits
- d. Decentralized pay decisions

6. ch01-006

Competitive advantage in the workforce is challenging to achieve because

- a. it is enduring and difficult for competitors to duplicate.

- b. it requires alignment of all HR systems.
- \*c. it takes time to do so.
- d. HR practices' impact on it is not clear.

7. ch01-007

In addition to traditional HR activities (e.g., recruitment, training, appraisal, employee relations), human resources management also includes

- a. financial management.
- b. strategic management.
- c. marketing.
- \*d. informal management of employees by all administrators.

8. ch01-008

In a study of HR leaders in 1,000 organizations, what percentage reported they belonged to the executive team?

- a. 27 percent
- b. 37 percent
- \*c. 67 percent
- d. 74 percent

9. ch01-009

True or false: Understanding the significance of HR management is as relevant to line managers as it is to HR managers.

- \*a. True
- b. False

10. ch01-010

True or false: Augmenting status distinctions and barriers is one of the seven HR practices for effective healthcare organizations.

- a. True
- \*b. False

11. ch01-011

True or false: HR is moving from appraisals with multiple inputs to supervisor input only.

- a. True
- \*b. False

12. ch01-012

True or false: Implementation of an HR strategy requires management of internal and external stakeholders.

- \*a. True
- b. False

13. ch01-013

True or false: The immediate goal of building a strong HR brand is to attract and retain the best employees.

- \*a. True
- b. False

14. ch02-001

The development of healthcare professionals is related to all of the following except what?

- a. Supply and demand
- b. Healthcare financing and delivery
- \*c. Decreasing use of new technology due to costs
- d. Changes in disease and illness

15. ch02-002

Which of the following is not a primary role of a healthcare administrator?

- a. Coordinate care
- \*b. Deliver care
- c. Manage care
- d. Organize care

16. ch02-003

In 2015, what percentage of RNs were actively employed in nursing?

- a. 4.7 percent
- b. 11 percent
- \*c. 18.9 percent
- d. 21 percent

17. ch02-004

What are the five key roles of nurses?

- a. Diagnosis, prescribing, planning, strategic development, and evaluation
- b. Assessment, prescribing, planning, education, and evaluation
- c. Assisting physicians, diagnosis, planning, strategic development, and evaluation
- \*d. Assessment, diagnosis, planning, implementation, and evaluation