
aPHR Certification Study Guide 2023

Human Resource Management (HRM) - HRM consists of an organization's "people practices" - the policies, practices, and systems that influence employees' behavior, attitudes, and performance.

Explain how HRM contributes to an organization's performance - Through its practices or process, The HRM influences who works for the organization and how those people work. These human resources, if well managed, have the potential to be a source of sustainable competitive advantage, contributing to basic objectives such as quality, profits, and customer satisfaction.

HRM Process/ practices - 1) Analysis and Design of work
2) HR planning
3) Recruitment
4) Selection
5) Training and development
6) Compensation
7) Performance Management
8) Employee Relations

Human Capital - An Organization's employees, described in terms of their training, experience, judgement, intelligence, relationships, and insight.

Human Resources qualities valuable to the success of organizations - 1) Human Resources are VALUABLE- high-quality employees provide a needed service as they perform many critical functions.
2) Human Resources are RARE- a person with high levels of the needed skills and knowledge is not common
3) Human Resources CANNOT BE IMITATED -
4) Human Resources have NO GOOD SUBSTITUTES

High Performance Work System - An organization in which technology, organizational structure, people, and processes work seamlessly to give an organization an advantage in the competitive environment.

Maintaining a High-Performance Work System may include: - Development of training programs
- Recruitment of people with new skill sets
- Establishment of rewards for such behaviors as team work, flexibility, and learning

Ratio of HR employees to total employees - 2 full time HR staff persons for every 100 employees on payroll.
In small organizations the ratio is much higher

Keeper Certification Study Guide

Camilla Rothe



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British Bee Journal & Bee-keepers Adviser ,1908 Business ,1904 Naval Training Bulletin ,1955 **System** ,1907 British Bee-keeper's Guide Book to the Management of Bees in Movable-comb Hives, and the Use of Modern Bee-appliances Thomas William Cowan,1911 **Book-keeper** ,1905 **Bee-keepers' Record** ,1900 **Resources in Education** ,1980-10 The American Penman ,1908 **The Business World** ,1906 Primary Education ,1894 *The World Almanac and Book of Facts* ,1901 **The Book-keeper** ,1909 *The World Almanac and Book of Facts* ,1901 *The Canada Year Book* ,1916 **The Feathered World Year Book and Poultry Keepers' Guide for 1910-1937** ,1935 **Work, and how to do it, a guide to girls in the choice of employment, ed. by Mrs. J. Mercier** Work,1891 **Women's Employment** ,1925 MCSE Training Guide (70-221) James Michael Stewart,Dave Bixler,2002 This complete learning package gives students a single source for authoritative preparation for Microsoft's challenging MCSE exam on Windows 2000 Network Infrastructure Design 70 221 The authors present a systematic review of every key topic covered on the exam including mapping network infrastructure design to business and technical requirements network infrastructure elements and topology routing IP addressing name resolution and DNS virtual private networks remote access WANs designing networks for easier implementation and management and more The authoring team is made up of industry leading Windows 2000 consultants and trainers and all content in this book has been reviewed for both technical accuracy and clarity by a team of industry experts The authors reinforce their comprehensive coverage with an extensive collection of exam tips study strategies and case studies review exercises in every chapter as well as a complete practice exam The accompanying CD ROM contains 150 additional test questions delivered via the proven ExamGear testing software as well as a complete electronic copy of the book enabling you to study anywhere you can bring a notebook computer The entire package is supported by Que's superior certification Web site Education New Zealand. Dept. of Education,1916

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