

Human Resources Practice Test Questions and Answers

1. What is 'succession planning'?

- A) Planning employee retirement benefits
- B) Identifying and developing internal talent to fill key leadership positions in the future
- C) Creating a performance improvement plan
- D) Drafting employment contracts

2. What is 'pay equity' analysis?

- A) Ensuring all employees receive the same salary
- B) Evaluating whether employees receive equal pay for equal work regardless of protected characteristics
- C) Setting executive pay ratios
- D) Calculating overtime wages

3. What is 'employee engagement'?

- A) The process of hiring new employees
- B) The emotional commitment an employee has to their organization and its goals
- C) Attendance tracking systems
- D) Company social events

4. What is 'transfer of training'?

- A) Moving training materials to a new platform
- B) The extent to which skills learned in training are applied and maintained in the actual job
- C) Transferring training responsibilities to line managers
- D) Reusing training content across departments

Answers: 1-B 2-B 3-B 4-B

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