

## Strategic Staffing 2e Test Bank For

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### Strategic Staffing 2e Test Bank

Strategic Staffing, 3e, Global Edition (Phillips/Gully) Chapter 1 Strategic Staffing. 1) Although a company can better match employees with jobs they like, staffing does not influence organizational performance. Answer: FALSE. Diff: 1 . Skill: Concept. Objective: 1

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A Descriptive Test Bank for Strategic Staffing, 2/E By Jean M. Phillips, Rutgers University Stan M. Gully, Rutgers University ISBN-10: 0136109748 • ISBN-13: 9780136109747. Chapter 1. Strategic Staffing Chapter 2. Business and Staffing Strategies Chapter 3. The Legal Context Chapter 4. Strategic Job Analysis and Competency Modeling Chapter 5.

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Strategic Staffing, 2e (Phillips/Gully) Chapter 2 Business and Staffing Strategies. 1) Most companies can easily replicate a competitor's capabilities by imitating the competitor's staffing practices. Answer: FALSE. Diff: 1 Page Ref: 23. Skill: Concept. Objective: 2

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Full file at TRUE/FALSE. Write 'T' if the statement is true and 'F' if the statement is false. 1) Most companies can easily replicate a competitor's capabilities by imitating the competitor's staffing practices. 1) \_\_\_\_ 2) Companies that use the same recruiting techniques are likely to experience similar results. 2) \_\_\_\_ 3) A company pursuing a low-cost strategy is least likely to embrace an ...

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A) talent-oriented staffing B) reactive staffing C) idiosyncratic staffing D) job-oriented staffing Answer: C Diff: 1 Skill: Concept Objective: 4 43) A company that lets each of its business units staff in whatever way they choose and house their own staffing function, is an example of .

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Talent-oriented staffing also has the strategic advantage of keeping top talent in key areas away from competitors. If the best talent is working for you, they are not working for a competitor. Position-oriented staffing is frequently easier to use because you are staffing relatively clearly defined jobs or positions.

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