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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. 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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Discusses staffing models, strategy, support systems, core systems (recruitment, selection, employment), and staffing system and retention management. This text includes research, business practices and applications provide students with skill-building and practice in staffing activities and decision-making.

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 (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 management of the staffing system.

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Thoroughly updated and revised, this Second Edition is the only book currently on the market to present the 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 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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