

SIOP Practice Test Questions and Answers

1. How can HRM drive organizational change?

- A) By ignoring employee concerns.
- B) By supporting change through culture and leadership development
- C) By reducing collaboration.
- D) By focusing on cost reduction only.

2. Why is talent development crucial in HRM?

- A) To create competition among employees.
- B) To increase employee satisfaction and performance
- C) To reduce employee salaries.
- D) To limit employee autonomy.

3. What is the importance of training in HRM?

- A) It is optional for employees.
- B) It enhances skills and productivity
- C) It is only for senior leaders.
- D) It increases company costs.

4. What is a key factor in employee retention?

- A) Offering lower wages.
- B) Providing professional growth and work-life balance
- C) Reducing team collaboration.
- D) Focusing on individual goals only.

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

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