



Up-to-date Questions and Answers from authentic resources to improve knowledge and pass the exam at very first attempt. ----- Guaranteed.



CBM Dumps
CBM Braindumps
CBM Real Questions
CBM Practice Test
CBM Actual Questions



killexams.com

Financial

CBM

Certified Business Manager (APBM CBM)

ORDER FULL VERSION

<https://killexams.com/pass4sure/exam-detail/CBM>



Answer: A

QUESTION: 335

A formal research effort that evaluates the current state of HR management in an organization is called:

- A. HR Service
- B. HR Mandate
- C. HR Audit
- D. HR Examination

Answer: C

QUESTION: 336

The formula for Return on Investment is calculated as:

- A. Return on Investment = $A / (B + C)$
- B. Return on Investment = $(A + C) / B$
- C. Return on Investment = $(A + B) / C$
- D. Return on Investment = $C / (A + B)$

A = operations costs for a new or enhanced system for the time period

B = one-time cost of acquisition and implementation

C = value of gains from productivity improvements for the time period

Answer: D

QUESTION: 337

In Maslow's hierarchy of needs which of the following factor is NOT included?

- A. physiological needs
- B. self-actualization needs
- C. safety and security needs
- D. equipment and technology needs

Answer: D

QUESTION: 338

What is defined as the perceived fairness of what the person does compared with what the person receives?

- A. Actuality

- B. Equity
- C. Justice
- D. Evenhandedness

Answer: B

QUESTION: 339

Expectation theory focuses on:

- A. Effort performance expectations
- B. Performance reward linkage
- C. Value of rewards
- D. All of the above

Answer: D

QUESTION: 340

All of the above the underwritten expectations employees and employers have about the nature of their work relationships is known as:

- A. Fairness contract
- B. Psychological contract
- C. Loyalty contract
- D. None of the above

Answer: B

QUESTION: 341

Which of the following is NOT the type of turnover?

- A. Involuntary turnover
- B. Functional turnover
- C. Faulty turnover
- D. Controllable turnover

Answer: C

QUESTION: 342

Some employees have a _____ program in which vacation time, holidays, and sick leave for each employee are combined into its that account.

- A. non-faulty
- B. paid time-off
- C. value-added
- D. relief-sanction

Answer: B

QUESTION: 343

Organizing tasks, duties, and responsibilities into a productive unit of work is known as:

- A. Job design
- B. Job description
- C. Job plan
- D. Job model

Answer: A

QUESTION: 344

Increasing the depth of a job by adding the responsibility for planning, organizing, controlling, and evaluating the job is called:

- A. Job rotation
- B. Job enlargement
- C. Job enrichment
- D. Job extension

Answer: C

QUESTION: 345

The extent of individual freedom and discretion in the work and its scheduling indicates:

- A. Autonomy
- B. Self-rule
- C. Feedback
- D. Sovereignty

Answer: A

QUESTION: 346

A larger work segment composed of several tasks that are performed by an individual is referred to as:

- A. Task
- B. Duty
- C. Responsibility
- D. Chore

Answer: B

QUESTION: 347

Which of the following is NO the step in developing job descriptions and job specifications?

- A. Draft job descriptions and specifications
- B. Review and compile data
- C. Review drafts with managers and employees
- D. Identify recommendations

Answer: B

QUESTION: 348

Duties that are part of a job but are incidental or ancillary to the purpose and nature of a job are called:

- A. Marginal functions
- B. Essential job functions
- C. Frequency functions
- D. Supervisory functions

Answer: A

QUESTION: 349

Basic characteristics that can be linked to enhanced performance by individuals or teams are called:

- A. Proficiencies
- B. Competencies
- C. Expertise
- D. Capabilities

Answer: B

QUESTION: 350

By which reason organizations use a competency approach?

- A. to communicate valued behaviors throughout the organization
- B. to raise the competency levels of the organization
- C. to emphasize the capabilities of people to enhance organizational competitive advantage
- D. All of the above

Answer: D

QUESTION: 351

_____ are the external supply pool from which employers attract employees.

- A. Labor markets
- B. Recruiting markets
- C. Applicant markets
- D. Administrative markets

Answer: A

QUESTION: 352

A system in which the employer provides notices of job openings and employees respond to apply is the job posting.

- A. True
- B. False

Answer: A

QUESTION: 353

A comparison of the number of applicants at one stage of the recruiting process to the number at the next stage is called:

- A. Labor ratios
- B. Surrender ratios
- C. Yield ratios
- D. Revenue ratios

Answer: C

QUESTION: 354

Characteristic that a person must have to do a job successfully is known as:

- A. Intelligence criterion
- B. Selection criterion
- C. Job performance tactics
- D. Skills of service

Answer: B



KILL EXAMS

KILLEXAMS.COM

SAMPLE QUESTIONS



*These questions are for demo purpose only. **Full version** is up to date and contains actual questions and answers.*

Killexams.com is an online platform that offers a wide range of services related to certification exam preparation. The platform provides actual questions, exam dumps, and practice tests to help individuals prepare for various certification exams with confidence. Here are some key features and services offered by Killexams.com:



Actual Exam Questions: *Killexams.com provides actual exam questions that are experienced in test centers. These questions are updated regularly to ensure they are up-to-date and relevant to the latest exam syllabus. By studying these actual questions, candidates can familiarize themselves with the content and format of the real exam.*

Exam Dumps: *Killexams.com offers exam dumps in PDF format. These dumps contain a comprehensive collection of questions and answers that cover the exam topics. By using these dumps, candidates can enhance their knowledge and improve their chances of success in the certification exam.*

Practice Tests: *Killexams.com provides practice tests through their desktop VCE exam simulator and online test engine. These practice tests simulate the real exam environment and help candidates assess their readiness for the actual exam. The practice tests cover a wide range of questions and enable candidates to identify their strengths and weaknesses.*

Guaranteed Success: *Killexams.com offers a success guarantee with their exam dumps. They claim that by using their materials, candidates will pass their exams on the first attempt or they will refund the purchase price. This guarantee provides assurance and confidence to individuals preparing for certification exams.*

Updated Content: *Killexams.com regularly updates its question bank and exam dumps to ensure that they are current and reflect the latest changes in the exam syllabus. This helps candidates stay up-to-date with the exam content and increases their chances of success.*

Technical Support: *Killexams.com provides free 24x7 technical support to assist candidates with any queries or issues they may encounter while using their services. Their certified experts are available to provide guidance and help candidates throughout their exam preparation journey.*

For More exams visit <https://killexams.com/vendors-exam-list>
Kill your exam at First Attempt....Guaranteed!