**31.** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ has been summarized as (a) science, not rules of thumb; (b) harmony, not discord; (c) cooperation, not individualism; and (d) maximum output, not restricted output. (Points: 2)  
       Industrial psychology   
       Human resource management   
       Scientific management   
       The Industrial Revolution   
  
  
**32.** A critical part of any successful succession plan is a comprehensive \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ plan. (Points: 2)  
       compensation   
       recovery   
       retention   
       All of the above   
  
  
**33.** A(n) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ indicates what an organization's key executives hope to accomplish in the long run. (Points: 2)  
       decree   
       strategy   
       doctrine   
       goal   
  
  
**34.** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ made it easier for women to raise a family and also begin a productive career. (Points: 2)  
       Better educational opportunities   
       A shorter standard workweek   
       A shortage of workers   
       High quality day care   
  
  
**35.** Protected \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ activities include "filing a charge, testifying, assisting, or participating in any manner in an investigation, proceeding, or hearing." (Points: 2)  
       discrimination   
       protest   
       participation   
       legal   
  
  
**36.** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ is the foundation upon which all other HRM activities must be constructed. (Points: 2)  
       Employee analysis   
       Market analysis   
       Job analysis   
       Government regulation   
  
  
**37.** People are motivated by powerful emotional forces, and work provides an opportunity for the expression of both \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and pleasure-seeking drives. (Points: 2)  
       regressive   
       aggressive   
       passion   
       self-worth   
  
  
**38.** HRM units are relatively small in most organizations. One study found that the largest headquarters HRM unit had only \_\_\_\_\_\_\_\_\_\_ people. (Points: 2)  
       50   
       100   
       150   
       200   
  
  
**39.** Which of the following is *not* one of the forces driving work-family tension? (Points: 2)  
       More young workers entering the workforce   
       An expanding number of women and single parents entering the workforce   
       An increase in the number of dual-career couples   
       The aging population   
  
  
**40.** All of the following are categories of information typically used to make hiring selection decisions *except*: (Points: 2)  
       Education   
       Experience   
       Political affiliations   
       Physical characteristics