**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