
aPHR Certification Study Guide 2023

Human Resource Management (HRM) - HRM consists of an organization's "people practices" - the policies, practices, and systems that influence employees' behavior, attitudes, and performance.

Explain how HRM contributes to an organization's performance - Through its practices or process, The HRM influences who works for the organization and how those people work. These human resources, if well managed, have the potential to be a source of sustainable competitive advantage, contributing to basic objectives such as quality, profits, and customer satisfaction.

HRM Process/ practices - 1) Analysis and Design of work
2) HR planning
3) Recruitment
4) Selection
5) Training and development
6) Compensation
7) Performance Management
8) Employee Relations

Human Capital - An Organization's employees, described in terms of their training, experience, judgement, intelligence, relationships, and insight.

Human Resources qualities valuable to the success of organizations - 1) Human Resources are VALUABLE- high-quality employees provide a needed service as they perform many critical functions.
2) Human Resources are RARE- a person with high levels of the needed skills and knowledge is not common
3) Human Resources CANNOT BE IMITATED -
4) Human Resources have NO GOOD SUBSTITUTES

High Performance Work System - An organization in which technology, organizational structure, people, and processes work seamlessly to give an organization an advantage in the competitive environment.

Maintaining a High-Performance Work System may include: - Development of training programs
- Recruitment of people with new skill sets
- Establishment of rewards for such behaviors as team work, flexibility, and learning

Ratio of HR employees to total employees - 2 full time HR staff persons for every 100 employees on payroll.
In small organizations the ratio is much higher

Keeper Certification Study Guide

CH Cherryholmes



Keeper Certification Study Guide:

This book delves into Keeper Certification Study Guide. Keeper Certification Study Guide is a vital topic that must be grasped by everyone, ranging from students and scholars to the general public. The book will furnish comprehensive and in-depth insights into Keeper Certification Study Guide, encompassing both the fundamentals and more intricate discussions.

1. The book is structured into several chapters, namely:
 - Chapter 1: Introduction to Keeper Certification Study Guide
 - Chapter 2: Essential Elements of Keeper Certification Study Guide
 - Chapter 3: Keeper Certification Study Guide in Everyday Life
 - Chapter 4: Keeper Certification Study Guide in Specific Contexts
 - Chapter 5: Conclusion
 2. In chapter 1, this book will provide an overview of Keeper Certification Study Guide. This chapter will explore what Keeper Certification Study Guide is, why Keeper Certification Study Guide is vital, and how to effectively learn about Keeper Certification Study Guide.
 3. In chapter 2, this book will delve into the foundational concepts of Keeper Certification Study Guide. The second chapter will elucidate the essential principles that need to be understood to grasp Keeper Certification Study Guide in its entirety.
 4. In chapter 3, this book will examine the practical applications of Keeper Certification Study Guide in daily life. The third chapter will showcase real-world examples of how Keeper Certification Study Guide can be effectively utilized in everyday scenarios.
 5. In chapter 4, the author will scrutinize the relevance of Keeper Certification Study Guide in specific contexts. This chapter will explore how Keeper Certification Study Guide is applied in specialized fields, such as education, business, and technology.
 6. In chapter 5, the author will draw a conclusion about Keeper Certification Study Guide. The final chapter will summarize the key points that have been discussed throughout the book.
- This book is crafted in an easy-to-understand language and is complemented by engaging illustrations. It is highly recommended for anyone seeking to gain a comprehensive understanding of Keeper Certification Study Guide.

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