
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

Ice Certification Study Guide

Yijin Wang



Ice Certification Study Guide:

Unveiling the Energy of Verbal Art: An Emotional Sojourn through **Ice Certification Study Guide**

In some sort of inundated with displays and the cacophony of immediate transmission, the profound energy and emotional resonance of verbal art usually disappear in to obscurity, eclipsed by the continuous onslaught of sound and distractions. Yet, located within the lyrical pages of **Ice Certification Study Guide**, a fascinating work of fictional brilliance that impulses with organic emotions, lies an wonderful journey waiting to be embarked upon. Penned with a virtuoso wordsmith, that mesmerizing opus guides readers on an emotional odyssey, lightly revealing the latent possible and profound affect embedded within the complicated internet of language. Within the heart-wrenching expanse of this evocative evaluation, we shall embark upon an introspective exploration of the book is key subjects, dissect its interesting writing fashion, and immerse ourselves in the indelible impression it leaves upon the depths of readers souls.

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