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# 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

# Nhe Certification Study Guide

**RD Boyd**



## **Nhe Certification Study Guide:**

## Whispering the Secrets of Language: An Emotional Journey through **Nhe Certification Study Guide**

In a digitally-driven world where screens reign great and quick communication drowns out the subtleties of language, the profound strategies and mental nuances concealed within phrases frequently move unheard. However, set within the pages of **Nhe Certification Study Guide** a interesting fictional value blinking with fresh thoughts, lies a fantastic journey waiting to be undertaken. Written by an experienced wordsmith, that enchanting opus attracts viewers on an introspective trip, delicately unraveling the veiled truths and profound impact resonating within the very fabric of each word. Within the mental depths of the moving review, we shall embark upon a sincere exploration of the book is core subjects, dissect its fascinating writing fashion, and fail to the effective resonance it evokes strong within the recesses of readers hearts.

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