
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

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LL Leslie

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CWNA Certified Wireless Network Administrator Study Guide David D. Coleman, David A. Westcott, 2021-02-17 The 1 selling Wi Fi networking reference guide in the world The CWNA Certified Wireless Network Administrator Study Guide is the ultimate preparation resource for the CWNA exam Fully updated to align with the latest version of the exam this book features expert coverage of all exam objectives to help you pass the exam But passing the exam is just a first step For over 16 years the CWNA Study Guide has helped individuals jump start their wireless networking careers Wireless networking professionals across the globe use this book as their workplace reference guide for enterprise Wi Fi technology Owning this book provides you with a foundation of knowledge for important Wi Fi networking topics including Radio frequency RF fundamentals 802.11 MAC and medium access Wireless LAN topologies and architecture WLAN design troubleshooting and validation Wi Fi networking security The book authors have over 40 years of combined Wi Fi networking expertise and provide real world insights that you can leverage in your wireless networking career Each of the book's 20 chapters breaks down complex topics into easy to understand nuggets of useful information Each chapter has review questions that help you gauge your progress along the way Additionally hands on exercises allow you to practice applying CWNA concepts to real world scenarios You also get a year of free access to the Sybex online interactive learning environment which features additional resources and study aids including bonus practice exam questions The CWNA certification is a de facto standard for anyone working with wireless technology It shows employers that you have demonstrated competence in critical areas and have the knowledge and skills to perform essential duties that keep their wireless networks functioning and safe The CWNA Certified Wireless Network Administrator Study Guide gives you everything you need to pass the exam with flying colors

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