

Roshita is working hard to make sure her gym has the people it needs to grow in the next year. She has established five key skills that she thinks her employees will need, and she's made sure that her employees are trained on those skills, that they are evaluated on those skills in their performance reviews, and that her succession planning program checks to see if employees have those skills before recommending them for promotion. What approach is Roshita using for talent management?

- Strategic talent management
- Integrated talent management
- Targeted talent management
- Successive talent management

Which of the following employees is likely to have high potential for growth in an organization?

- Manuel, who has been an accounting manager for 5 years now. He has the strength of will to put his personal needs first, and he is determined to move ahead in the organization.
- Lucy, a new intern who is just learning about work in an HR department. She is very likable as a person, but she doesn't always know how different projects in the company are connected.
- Kate, a chemist who is strongly engaged with many different tasks and people in the organization. She has an intense curiosity and is always wanting to learn more in her field.
- Porrima, who is a well-lived programmer. She can be counted upon to get her work done, but sometimes challenging goals overwhelm her.

# Aplia Chapter 9 Test Answers

**AW Rasmussen**



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