

## BUAP01: 1101 Strategy - Course - Exam 2

### Chapter 5: International HRM Management

#### A. 5.1 Management of the Human Resource Management

- 1) **International diversity**
  - a. Culture influences energy and attention
  - b. Includes gender, beliefs, perceptions, expectations
  - c. Measures the human resource's ability and motivation
  - d. Methods to manage cross-cultural differences
- 2) **Methods of recruiting diversity**
  - a. Different strategies are required for different parts
  - b. Governmental agencies need more funds
  - c. Cultural diversity management (CDM) is used
- 3) **Global diversity**
  - a. Cross-cultural diversity and management
- 4) **Methods of cross-cultural diversity**
  - a. Reduce culture through education and training help
- 5) **Global cross-cultural diversity**
  - a. Employees with diverse backgrounds to work with others
- 6) **Managing cross-cultural diversity**
  - a. Reduce diversity in human capital and performance
  - b. Structure, education, culture, age

#### B. 5.2 International or Behavioral Strategy

- a. International cross-cultural diversity and others
- b. Behavioral time management, monitoring physical and social environment
- c. 4 Key Skills:
  1. Learning from feedback
  2. Working from feedback
  3. Working for others
  4. Making others

#### C. 5.3 Behavioral Strategy

- a. Behavioral diversity and beliefs and perceptions in culturally different behavior
- b. Some that to manage the differences between high school and college

### Chapter 6: Understanding Learning and Memory

#### A. 6.1 Learning theories

- 6.1.1. **Classical Conditioning** is associated with the concept of a conditioning in form of learning (see class)
- 6.1.2. **Operant conditioning** is the foundation for the learning process and primary
- 6.1.3. **Observing** the successful results for information as study was an answer
- 6.1.4. **Observational learning** is learning in the living world
- 6.1.5. **Neuroscience** measures structural changes in learning processes, especially in hippocampus

# Edpt Test Study Guide

**R Barnett**



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