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3-6 34. One advantage of a core workforce is that the organization maintains the legal right to control employees working in its behalf, in terms of both work process and expected results.

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1) Human capital refers to the knowledge, skill, and ability of people

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and their motivation to use them successfully on the job. Answer: TRUE  
Topic: The Nature of Staffing 2) For the average organization, employee costs (wages or salaries and benefits) are under 10%

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site: [testbanklive.com](http://testbanklive.com). 17 There can also  
be patterns attributable to age or socio-  
economic class. For example, few middle-  
aged white, Anglo-Saxon males are  
likely to work as fast-

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