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[https://www.100test.com/kao\\_ti2020/646/2021\\_2022\\_\\_E5\\_89\\_91\\_E6\\_A1\\_A5\\_E5\\_95\\_86\\_E5\\_c85\\_646107.htm](https://www.100test.com/kao_ti2020/646/2021_2022__E5_89_91_E6_A1_A5_E5_95_86_E5_c85_646107.htm) 人邮第四辑真题TEST 2 READING PART 2 Read the article below about the changing role of human resources departments. The best person for the job Employees can make a business succeed or fail, so the people who choose them have a vital role to play. Employees are a company's new ideas, its public face and its main asset. Hiring the right people is therefore a significant factor in a company's success. (0) G If the human resources department makes mistakes with hiring, keeping and dismissing staff, a business can disappear overnight. Many companies now realise that recruiting the best recruiters is the key to success. Sarah Choi, Head of HR at Enco pic, believes that thinking commercially is a key quality in HR. Every decision an HR manager makes needs to be relevant to advancing the business. (8) ...C..... That's no longer the case. HR managers have to think more strategically these days. They continually need to think about the impact of their decisions on the bottom line. (9).....F... For example, a chief executive will expect the HR department to advise on everything from the headcount to whether to proceed with an acquisition. Why do people go into HR in the first place? Choi has a ready answer. I think most people in the profession are attracted by a long-term goal. (10)....D..... Nothing happens in the company which isn't affected by or doesn't impact on its employees, so the HR department

is a crucial part of any business. Not all operational managers agree. An informal survey of attitudes to HR departments that was carried out last year by a leading business journal received comments such as "What do they actually contribute?" (11).....A..... As Choi points out, salaries have never been higher and, in addition, HR managers often receive substantial annual bonuses. Despite the financial rewards, HR managers often feel undervalued, and this is a major reason for many leaving their jobs.(12)...E..... However, a lack of training and development is a more significant factor. These days, good professional development opportunities are considered an essential part of an attractive package, Choi explains. A But rising levels of remuneration demonstrate that the professions growing importance is widely recognised. B At one time, a professional qualification was required in order to progress to the top of HR. C Other departments and senior executives used to see HR managers as having a purely administrative role. D Since its one of the few areas where you can see the whole operation, it can lead to an influential role on the board. E Being seen as someone who just ticks off other peoples leave and sick days does not help build a sense of loyalty. F They therefore need to be competent in many aspects of a companys operations. G On the other hand, recruiting the wrong staff can lead to disaster. 这篇文章的标题有些misleading , “ The best people for the job ” , 还以为是招人的标准。其实这篇文章是关于Human resource的 , 所以还是要适当关注文章前的说明 : the article below about

the changing role of human resources departments. 第八题，空格后面的“Thats no longer the case”是很重要的提示。由于空格前面一直在强调commercial和business，所以在空缺的地方应该是和另一个方面相关的内容。选项C的administrative role正好满足这个要求。前后文意思搭配在一起完全吻合。第九题，后面的for example的很关键，是对前面的补充说明。“For example,a chief executive will expect the HR department to advise on everything from the headcount to whether to proceed with an acquisition.” 总裁希望人力资源经理对一切事情提出建议，从人数统计到是否进行收购。这种要求就需要人力资源经理具备很多才能。所以F的句子填在这里最合适。第十题，答案稍微不那么明显，不过D句中的an influential role可以和第十题的空格后的a crucial part相对应，算是答案信号。要从整体上把握第三段，这里认为HR manager的影响是全局的、长期的，所以D句的“see the whole operation”符合情况。第十一题，理解前后文的意思，前面说过去的operational managers不那么认可HR manager的作用，后面指出HR managers挣得多，所以中间是转折的意思。A句的But是个信号，“上涨的薪酬水平意味着这个职位逐渐增加的重要性得到了广泛的认可。”意思和前后都吻合，所以是正确答案。第十二题，空格前说HR managers觉得自己的作用被低估了，所以leaving。空格后一个However，所以空格处应该还是和leaving有关的，为什么离职。E句的意思是“被视作仅仅对别人的离开和生病的日子划勾的人是没法帮助建立忠诚感的。”填入此处正好。相关推荐：#0000ff>剑桥商务英语中级考试历年真题阅读精讲 汇总 #0000ff>剑桥BEC真题集第二辑(中级) 听力汇总

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