

HRM Exam Questions and Answers

Section A: 2 Mark Questions (Answer any 40)

1. **Define Human Resource Management (HRM).**
 - HRM is the strategic and coherent approach to managing an organization's people. It involves activities like hiring, motivating, and maintaining people to achieve organizational goals effectively and efficiently.
 -
2. **What is the primary goal of Training and Development in HRM?**
 - To enhance employees' skills and competencies for improved performance and career growth.
 -
3. **Define Performance Management as per the presentation.**
 - HRM establishes clear performance goals and provides regular feedback and evaluations, recognizing high performers and addressing issues. A performance management system is a systematic approach to measuring employee performance using KRAs and KPIs.
 -
4. **What is the purpose of Compensation and Benefits in HRM?**
 - To design fair and competitive compensation structures and benefits packages to attract and retain talented employees.
 -
5. **Define Employee Engagement.**
 - HRM strives to create a positive work environment that fosters employee engagement, job satisfaction, and commitment to the organization.
 -
6. **What is 'Selection' in the context of employment?**
 - The process of dividing candidates into two classes: those to be offered employment and those who are not.
 -
7. **State one significance of the Selection Process.**
 - Procurement of Skilled Workers: Ensuring only suitable candidates fit for the job are selected. OR Solution to Personnel Problems: Proper selection reduces personnel issues.
 -
8. **List two steps in the selection process.**
 - Any two from: Initial contact, Preliminary interview, Application bank, Selection test, Interviewing, Checking references, Approval by supervisor, Selection, Job offer, Contract, On-Boarding.
 -
9. **What is an Application Bank?**

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Human Resource Management MCQ

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Unveiling the Energy of Verbal Beauty: An Mental Sojourn through **Hrm Exam Questions And Model Answers**

In a world inundated with monitors and the cacophony of instant conversation, the profound energy and psychological resonance of verbal art usually fade into obscurity, eclipsed by the constant assault of sound and distractions. Yet, set within the musical pages of **Hrm Exam Questions And Model Answers**, a captivating function of fictional brilliance that pulses with natural feelings, lies an unforgettable trip waiting to be embarked upon. Composed by a virtuoso wordsmith, that exciting opus courses readers on an emotional odyssey, lightly revealing the latent possible and profound affect embedded within the elaborate web of language. Within the heart-wrenching expanse of the evocative analysis, we can embark upon an introspective exploration of the book is main subjects, dissect its captivating publishing model, and immerse ourselves in the indelible impact it leaves upon the depths of readers souls.

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