

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.
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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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Robert R. Redfield



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Table of Contents Hrm Exam Questions And Model Answers

1. Understanding the eBook Hrm Exam Questions And Model Answers
 - The Rise of Digital Reading Hrm Exam Questions And Model Answers
 - Advantages of eBooks Over Traditional Books
2. Identifying Hrm Exam Questions And Model Answers
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Hrm Exam Questions And Model Answers
 - User-Friendly Interface
4. Exploring eBook Recommendations from Hrm Exam Questions And Model Answers
 - Personalized Recommendations
 - Hrm Exam Questions And Model Answers User Reviews and Ratings

- Hrm Exam Questions And Model Answers and Bestseller Lists
- 5. Accessing Hrm Exam Questions And Model Answers Free and Paid eBooks
 - Hrm Exam Questions And Model Answers Public Domain eBooks
 - Hrm Exam Questions And Model Answers eBook Subscription Services
 - Hrm Exam Questions And Model Answers Budget-Friendly Options
- 6. Navigating Hrm Exam Questions And Model Answers eBook Formats
 - ePub, PDF, MOBI, and More
 - Hrm Exam Questions And Model Answers Compatibility with Devices
 - Hrm Exam Questions And Model Answers Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Hrm Exam Questions And Model Answers
 - Highlighting and Note-Taking Hrm Exam Questions And Model Answers
 - Interactive Elements Hrm Exam Questions And Model Answers
- 8. Staying Engaged with Hrm Exam Questions And Model Answers
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Hrm Exam Questions And Model Answers
- 9. Balancing eBooks and Physical Books Hrm Exam Questions And Model Answers
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Hrm Exam Questions And Model Answers
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Hrm Exam Questions And Model Answers
 - Setting Reading Goals Hrm Exam Questions And Model Answers
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Hrm Exam Questions And Model Answers
 - Fact-Checking eBook Content of Hrm Exam Questions And Model Answers
 - Distinguishing Credible Sources

13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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