

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?**

Hrm Exam Questions And Model Answers

Chris Brewster



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Human Resource Management MCQ

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

In a global inundated with monitors and the cacophony of quick interaction, the profound power and psychological resonance of verbal art often diminish into obscurity, eclipsed by the constant onslaught of noise and distractions. However, nestled within the lyrical pages of **Hrm Exam Questions And Model Answers**, a fascinating perform of fictional brilliance that pulses with fresh emotions, lies an memorable journey waiting to be embarked upon. Written by way of a virtuoso wordsmith, that enchanting opus guides readers on an emotional odyssey, softly exposing the latent possible and profound influence embedded within the intricate web of language. Within the heart-wrenching expanse of the evocative evaluation, we shall embark upon an introspective exploration of the book is key styles, dissect its fascinating publishing model, and immerse ourselves in the indelible effect it leaves upon the depths of readers souls.

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