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Answer: a. Q101. The core elements of HRM are – (i) People (ii) Management (iii) Behavioural Dynamics (iv) Uniformity of application. a. i, ii, iii. b. ii, iii, iv. c. i, ii, iv. Answer: d. Q102. What are the key HRM practices in Indian Organizations? (i) Job Description (ii) Recruitment (iii) Compensation (iv) Training & Development (v) Performance Appraisal

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MCQ's on SHRM with Answers. Strategic human resource management involves A. planning, foresight and analytical decision making B. setting employment standards and policies C. linking human resources with strategic objectives to improve performance D. all of the above

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Human Resource Management MCQ ... Puzzles Questions answers . Question 2. When action plan is prepared for correcting performance deficiencies is. A. satisfactory-promotable interview. B. satisfactory-not promotable interview. C. unsatisfactory-correctable interview. D. unsatisfactory-uncorrectable interview .

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Questions. Free download in PDF Human Resource Management General Knowledge Multiple Choice Questions (MCQs) and Answers. These HR Management GK Quiz or General Awareness quiz objective questions answers are very helpful for competitive exams BBA, MBA, PGDBM etc. 3 Which of the following term is used to identify the physical & mental skills, required to perform by an individual within a particular position in an organization?

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HRM Mcqs Online With Answers for NTS PPSC PTS OTS Entry ...

The voluntary agreement of unsocial hours working. Answer-2. Post-Your-Explanation-2. 3. Key factors in skills development and talent management are: A broad definition of talent to ensure inclusivity and.

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Milkovich and Boudreau have defined HRM as follows, "Human resource management is a species of integrated decisions that form the employment relationships; their quality contributes to the ability of the organisations and the employees to achieve their objectives." HRM Question and Answers:- Q.3. What is human resource development?

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and introduction to biotechnology. Practice "Animal Receptor Organs MCQ" PDF with answers to solve MCQ test questions: Controlling entry of light, internal structure of eye, and mammalian eye. Practice "Hormones and Endocrine Glands MCQ" PDF with answers to solve MCQ test questions: Glycogen, hormones, and endocrine glands thyroxin function. Practice "Nervous System in Mammals MCQ" PDF with answers to solve MCQ test questions: Brain of mammal, forebrain, hindbrain, central nervous system, meningitis, nervous tissue, sensitivity, sensory neurons, spinal cord, nerves, spinal nerves, voluntary, and reflex actions. Practice "Drugs MCQ" PDF with answers to solve MCQ test questions: Anesthetics and analgesics, cell biology, drugs of abuse, effects of alcohol, heroin effects, medical drugs, antibiotics, pollution, carbon monoxide, poppies, opium and heroin, smoking related diseases, lung cancer, tea, coffee, and types of drugs. Practice "Ecology MCQ" PDF with answers to solve MCQ test questions: Biological science, biotic and abiotic environment, biotic and abiotic in ecology, carbon cycle, fossil fuels, decomposition, ecology and environment, energy types in ecological pyramids, food chain and web, glucose formation, habitat specialization due to salinity, mineral salts, nutrients, parasite diseases, parasitism, malarial pathogen, physical environment, ecology, water, and pyramid of energy. Practice "Effects of Human Activity on Ecosystem MCQ" PDF with answers to solve MCQ test questions: Atmospheric pollution, carboxyhemoglobin, conservation, fishing grounds, forests and renewable resources, deforestation and pollution, air and water pollution, eutrophication, herbicides, human biology, molecular biology, pesticides, pollution causes, bod and eutrophication, carbon monoxide, causes of pollution, inorganic wastes as cause, pesticides and DDT, sewage, smog, recycling, waste disposal, and soil erosion. "Excretion MCQ" PDF with answers to solve MCQ test questions: Body muscles, excretion, egestion, formation of urine, function of ADH, human biology, kidneys as osmoregulators, mammalian urinary system, size and position of kidneys, structure of nephron, and ultrafiltration. Practice "Homeostasis MCQ" PDF with answers to solve MCQ test questions: Diabetes, epidermis and homeostasis, examples of homeostasis in man, heat loss prevention, layers of epidermis, mammalian skin, protein sources, structure of mammalian skin and nephron, ultrafiltration, and selective reabsorption. Practice "Nutrition in General MCQ" PDF with answers to solve MCQ test questions: Amino acid, anemia and minerals, average daily mineral intake, balanced diet and food values, basal metabolism, biological molecules, biological science, fats, body muscles, carbohydrates, cellulose digestion, characteristics of energy, condensation reaction, daily energy requirements, disaccharides and complex sugars, disadvantages of excess vitamins, disease caused by protein deficiency, energy requirements, energy units, fat rich foods, fats and health, fructose and disaccharides, functions and composition, general nutrition, glucose formation, glycerol, glycogen, health pyramid, heat loss prevention, human heart, hydrolysis, internal skeleton, lactose, liver, mineral nutrition in plants, molecular biology, mucus, nutrients, nutrition vitamins, glycogen, nutrition, protein sources, proteins, red blood cells and hemoglobin, simple carbohydrates, starch, starvation and muscle waste, structure and function, formation and test, thyroxin function, vitamin deficiency, vitamins, minerals, vitamin D, weight reduction program, and nutrition. Practice "Nutrition in Mammals MCQ" PDF with answers to solve MCQ test questions: Adaptations in small intestine, amino acid, bile, origination and functions, biological molecules, fats, caecum and chyle, cell biology, digestion process, function of assimilation, pepsin, trypsinogen, function of enzymes, functions and composition, functions of liver, functions of stomach, gastric juice, glycerol, holozoic nutrition, liver, mammalian digestive system, molecular biology, mouth and buccal cavity, esophagus, proteins, red blood cells and hemoglobin, stomach and pancreas, structure and function and nutrition. Practice "Nutrition in Plants MCQ" PDF with answers to solve MCQ test questions: Amino acid, carbohydrate, conditions essential for photosynthesis, digestion process, function of enzyme, pepsin, function of enzymes, glycerol, holozoic nutrition, leaf adaptations for photosynthesis, limiting factors, mineral nutrition in plants, mineral salts, molecular biology, photolysis, photons in photosynthesis, photosynthesis in plants, photosynthesis, starch, stomata and functions, storage of excess amino acids, structure and function, structure of lamina, formation and test, vitamins and minerals, water transport in plants, and nutrition. Practice "Reproduction in Plants MCQ" PDF with answers to solve MCQ test questions: Transport in flowering plants, artificial methods of vegetative reproduction, asexual reproduction, dormancy and seed germination, epigeal and hypogeal germination, fertilization and post fertilization changes, insect pollination, natural vegetative propagation in flowering plants, ovary and pistil, parts of flower, pollination in flowers, pollination, seed dispersal, dispersal by animals, seed dispersal, sexual and asexual reproduction, structure of a wind pollinated flower, structure of an insect pollinated flower, types of flowers, vegetative reproduction in plants, wind dispersed fruits and seeds, and wind pollination. Practice "Respiration MCQ" PDF with answers to solve MCQ test questions: Aerobic respiration and waste, biological science, human biology, human respiration, molecular biology, oxidation and respiration, oxygen debt, tissue respiration, gas exchange, breathing, and respiration. Practice "Sexual Reproduction in Animals MCQ" PDF with answers to solve MCQ test questions: Features of sexual reproduction in animals, and male reproductive system. Practice "Transport in Mammals MCQ" PDF with answers to solve MCQ test questions: Acclimatization to high attitudes, anemia and minerals, blood and plasma, blood clotting, blood platelets, blood pressure testing, blood pressures, carboxyhemoglobin, circulatory system, double circulation in mammals, function and shape of RBCS, heart, human biology, human heart, main arteries of body, main veins of body, mode of action of heart, organ transplantation and rejection, production of antibodies, red blood cells, hemoglobin, red blood cells in mammals, role of blood in transportation, fibrinogen, and white blood cells. Practice "Transport Of Materials in Flowering Plants MCQ" PDF with answers to solve MCQ test questions: Transport in flowering plants, cell biology, cell structure and function, epidermis and homeostasis, functions and composition, herbaceous and woody plants, mineral salts, molecular biology, piliferous layer, stomata and functions, structure of root, sugar types, formation and test, water transport in plants, and transpiration. Practice "Enzymes MCQ" PDF with answers to solve MCQ test questions: Amino acid, biological science, characteristics of enzymes, classification of enzymes, denaturation of enzymes, digestion process,

digestion, catalyzed process, effects of pH, effects of temperature, enzymes, factors affecting enzymes, hydrolysis, rate of reaction, enzyme activity, and specificity of enzymes. Practice "What is Biology MCQ" PDF with answers to solve MCQ test questions: Biology basics, cell biology, cell structure, cell structure and function, cells, building blocks of life, tissues, excretion, human respiration, red blood cells and hemoglobin, sensitivity, structure of cell and protoplasm, centrioles, mitochondrion, nucleus, protoplasm, vacuoles, system of classification, vitamins, minerals and nutrition.

Knowledge is becoming a critically important resource in contemporary business organizations, a development posing significant issues for HRM. It draws together various strands of theory, research and practice to develop a better understanding of these issues, with special emphasis on HRM practice in knowledge-intensive organizations. It also discusses the difficulties of making a transition from traditional forms of HRM to post-industrial approaches. A review of traditional compensation systems serves as the basis for a series of propositions concerning preferred practice in this critically important area. The major contention is that the managers of knowledge-intensive organizations are confronting major new issues in coordinating and directing the effort of knowledge workers. The major conclusion is that existing compensation structures and routines must be re-thought and makes several suggestions in this regard. The Model of Culture Fit explains the way in which socio-cultural environment influences internal work culture and human resource management practices. This model was tested using 1,954 employees from business organisations in 10 countries. Participants completed a 57-item questionnaire which measured managerial perceptions of four socio-cultural dimensions, six internal work culture dimensions and HRM practices in three areas. Moderated multiple regressions at the individual level analysis revealed that managers who characterised their socio-cultural environment as fatalistic also assumed that employees, by nature, were not malleable. These managers did not administer job enrichment, empowering supervision, and performance-reward contingency. Managers who valued high loyalty assumed that employees should fulfil obligations to one another, and engaged in empowering HR practices. Managers who perceived paternalism and high power distance in their socio-cultural environment assumed employee reactivity, and furthermore, did not provide job enrichment and empowerment. Culture-specific patterns of relationships among the three sets of variables, as well as implications of this research for cross-cultural industrial/organisational psychology, are discussed. The Indian economy was forced to adopt a structural adjustment programme at the beginning of 1991. The structural adjustment programme or liberalization initiated the process of the opening up of an otherwise closed economy of India. Liberalization created a hyper-competitive environment and to respond to this turbulence, Indian organizations adopted innovative changes in their HRM practices. Current research shows that HRM practices are important for enhanced corporate performance but little has been reported on the effect of HRM practices and corporate performance in the context of economic liberalization of India. This study tries to understand the role of innovative HRM practices and specifically questions how HRM practices, such as the role of HR department, recruitment, retraining and redeployment, performance appraisal and compensation, enhance corporate performance during the change process. A multiple-respondent survey of 69 Indian organizations was undertaken to study the impact of innovative HRM practices on firm performance. The survey found that the innovative recruitment and compensation practices have a positive significant relationship with firm performance. It was observed that recruitment, the role of the HR department and compensation practices seem to be significantly changing within the Indian firms in the context of India's economic liberalization. The synergy between innovative HRM practices was not significant in enhancing corporate performance during the liberalization process. This study compares human resource management (HRM) practices in Indian public- and private-sector organizations. The investigation is based on a questionnaire survey of 137 large manufacturing firms (public sector=81; private sector=56).

Fundamentals of Human Resource Management provides a succinct yet comprehensive overview of the key issues shaping HRM today. The book explores the complex relationships between HRM and a range of organizational functions and encompasses the business, public and voluntary sectors. Using a wealth of real world examples, the text analyses HRM from a number of illuminating practical and theoretical perspectives. The book is arranged around four essential perspectives: environmental, organizational, strategic and operational. The text offers extensive coverage of contemporary HRM topics including ethics and diversity, knowledge management, and talent management. Highly topical coverage of how HRM has been affected by the global financial crisis and of how HRM is practiced in the world's developing economies is incorporated throughout. This book emphasises the operational realities of HRM within the wider business context, demonstrating the practical application of key HRM concepts.

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