**HRM QUESTION BANK**

Unit-1

**What is Human Resource Management (HRM)? Explain its purpose in a company.**

**Why is HRM important for an organization? Discuss a few reasons.**

**List and briefly explain any three main functions of HRM.**

**Who are line managers? Describe their role in HR activities.**

**What is the HR Scorecard? How does it help in improving HR performance?**

**Explain what a Human Resource Information System (HRIS) is and why it's useful in HR.**

**What is e-HRM? Describe how it changes traditional HR practices.**

**How does technology help in HRM? Mention any two benefits of using HRIS or e-HRM.**

**What are some new ways that HR departments are organized? Explain one of these ways briefly.**

**Why is it important for HR goals to match with the company’s goals?**

Unit-2

**What is job analysis, and how does it help organizations make better HR decisions?**

**Describe two common methods for collecting job analysis information. How does each method work?**

**Explain the purpose of a job description and job specification. How do these documents support the hiring process?**

**Define job satisfaction. Why is it important for both employees and organizations?**

**Compare job enlargement, job enrichment, and job rotation. How does each approach affect employee motivation and performance?**

**What is HR planning, and what are its main steps? Why is HR planning essential for long-term success?**

**Describe the recruitment process and explain the importance of effective recruitment in an organization.**

**What is e-recruitment, and how does it differ from traditional recruitment methods? Mention some benefits of e-recruitment.**

**Identify and describe three common sources of recruitment. Give examples of when each source might be used.**

**Discuss common errors in interviews and explain how these errors can impact the effectiveness of the selection process.**

Unit-3

**Explain the importance of training and development in modern organizations. How does it benefit both employees and employers?**

**Describe the key steps involved in the training process. Why is each step essential for successful training outcomes?**

**What is a training needs analysis, and why is it important? How does it help in designing an effective training program?**

**Outline the main factors to consider when designing a training program. How do these factors impact the program’s effectiveness?**

**Discuss the challenges that organizations may face when implementing training programs. How can these challenges be managed?**

**Compare different methods of training, such as on-the-job training, classroom training, and e-learning. What are the advantages and disadvantages of each?**

**Define the management development process. How does it support leadership growth and organizational success?**

**Why is it important to evaluate training and development programs? Describe some methods used to assess their effectiveness.**

**How does training and development contribute to an organization’s strategic goals? Give examples to support your answer.**

**What are some common obstacles in evaluating training outcomes? Discuss strategies for overcoming these obstacles.**

Unit-4

**Define performance management and explain its importance in an organization. How does it differ from performance appraisal?**

**Describe the performance appraisal process. What are the key steps involved, and why is each step essential?**

**Discuss different techniques used for performance appraisal. Compare any two techniques and explain their advantages and limitations.**

**Why is it important for organizations to have a structured performance management system?**

**Explain the role of performance appraisals in employee development and motivation. How can appraisals positively impact employee performance?**

**What are some challenges associated with the performance appraisal process? How can organizations address these challenges?**

**Discuss the role of managers in the performance management process. How can effective management improve appraisal outcomes?**

**What is career management, and why is it important for both employees and organizations?**

**How does performance management support career development? Explain with examples.**

**Compare traditional performance appraisal methods with modern approaches, such as 360-degree feedback. How have appraisal techniques evolved?**

Unit-5

**What are the basic factors that influence the determination of pay rates in an organization? Discuss how these factors impact employee compensation.**

**Describe different job evaluation methods and explain how they help in establishing fair pay structures.**

**What is a compensation and reward structure? Discuss its components and importance in employee motivation.**

**Explain the factors to consider when pricing managerial and professional jobs. Why is this process more complex than for other roles?**

**Discuss the concept of performance-based pay. What are its benefits and potential challenges?**

**Explain the importance of employee benefits such as insurance and retirement plans. How do they contribute to employee satisfaction and retention?**

**What are employee welfare facilities, and why should organizations invest in them? Provide examples of common welfare facilities.**

**Outline the key provisions of the Workmen's Compensation Act. How does this act protect workers' rights?**

**Discuss the Minimum Wages Act and its importance in ensuring fair pay. How does it impact both employers and employees?**

**How does a well-structured compensation and benefits package contribute to an organization’s competitive advantage?**