

HRM MBA EXAM QUESTIONS AND MODEL ANSWERS

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What is the HRM question and answer? Human Resource Management is concerned with the managing people as an organizational resources rather than as factors of production. It involves a system to be followed in business firm to recruit, select, hire, train and develop human assets. It is concerned with the people dimension of an organization.

Is HRM an inherent part of management? Inherent Part of Management: Human resource management is inherent in the process of management. This function is performed by all the managers throughout the organisation rather than by the personnel department only.

What is human resources management pdf? The process of employing people, developing their resources, utilising, maintaining & compensating their service in tune with the job & organisational requirements with a view to contribute to the goals of the organisation, individual & the society.

Which among the following can be identified as the activity performed by HR in a firm? HR's primary activities include recruitment, administration, compensation and benefits, training and development, and employee relations and performance management. However, they often do much more.

What are the 7 roles of human resource management?

How do you pass HR questions? Prepare and practice your answers. Read over the job posting. Identify the challenges the company is experiencing so you can prepare answers to show how your life and career have prepared you to help drive

its success. Practice aloud and, if possible, rehearse with someone with HR experience and can offer feedback.

What are the 5 functions of human resource management? There are five typical HR functions: talent management, compensation and benefits, training and development, compliance, and worker safety. The different areas of HR have a lot of crossover between different HR duties and other departments.

What is the difference between HR and HRM? Human Resources (HR) is often considered a supportive function, primarily handling administrative and operational tasks related to employees. In contrast, Human Resource Management (HRM) is a strategic approach that aligns HR policies and practices with the organization's overall business objectives.

What is HRM in simple words? Human resource management (HRM) involves coordinating, managing, and allocating human capital, or employees, in ways that move an organisation's goals forward. HRM focuses on investing in employees, ensuring their safety, and managing all aspects of staffing, from hiring to compensation and development.

Who is the father of HRM? Elton Mayo is known as the founder of human relations management (HRM). As a renowned professor, He participated in the Hawthorne Studies, which produced the knowledge used in HRM. He also wrote *The Human Problems of an Industrialized Civilization*, which has helped manage workplace employees.

What is the universal theory of HRM? The universal approach to HRM argues that all organizations, regardless of size, industry, or business strategy, should adopt so-called “best practices” that are considered universal (Boxall et al., 2011; Boxall and Purcell, 2000; Gurbuz and Mert, 2011).

Is HRM action oriented? Action oriented: HRM focuses attention on action, rather than on record keeping, written procedures or rules. The problems of employees at works are solved through rational policies.

What HRM does not include? Human Resource Management function does not involve cost control. Human resource management is a strategic method. It deals

with the effective management of people in an organization.

What are the 7 main functions of HR PDF? Human Resource activities fall under 7 core functions: Recruitment and Selection, Training and Development, Performance Management, Employee Relations, Employment Law and Compliance, Compensation and Benefits and Administration, Payroll & HR Systems.

What is the core purpose of HRM? HRM is the main foundation of any organization for planning, organizing, developing, and maintaining. Human resource management ensures employee benefits for increasing their contribution towards the achievement of the organization's goals.

What is the HR question? In order to help you prepare, we have curated this blog which covers some of the most frequently asked HR interview questions and answers. Tell me something about yourself in brief. Describe who you are? or Tell me about your background. What are your strengths and weaknesses? You have not done your PG yet.

What is human resources answer? Human resources (HR) is the department within a business that is responsible for all things worker-related. That includes recruiting, vetting, selecting, hiring, onboarding, training, promoting, paying, and firing employees and independent contractors.

What is HRM best definition? Definition of human resource management (HRM) Human resource management is organising, coordinating, and managing employees within an organisation to accomplish its mission, vision, and goals. This includes recruiting, hiring, training, compensating, retaining, and motivating employees.

What is your understanding of HRM? Human resource management is the strategic approach to nurturing and supporting employees and ensuring a positive workplace environment. Its functions vary across different businesses and industries, but typically include recruitment, compensation and benefits, training and development, and employee relations.

Solution of Elements in Nuclear Physics

What is the solution of elements in nuclear physics?

The solution of elements in nuclear physics refers to the distribution of elemental abundances in the universe. It is determined by the processes that occur during stellar evolution and nucleosynthesis.

What is the significance of the solution of elements?

The solution of elements provides insights into the formation and evolution of stars, galaxies, and the universe itself. It helps us understand the origin of the elements that make up everything we see around us, including our own bodies.

How is the solution of elements determined?

The solution of elements is determined through observations of stars, galaxies, and the cosmic microwave background radiation. By analyzing the light emitted or absorbed by these objects, astronomers can measure the abundances of different elements.

What are the main processes that contribute to the solution of elements?

The main processes that contribute to the solution of elements are:

- **Stellar nucleosynthesis:** The formation of heavy elements inside stars through fusion reactions.
- **Supernovae:** The explosive deaths of massive stars, which release heavy elements into the interstellar medium.
- **Neutron star mergers:** The collision of two neutron stars, which can produce an abundance of heavy elements.

What is the current state of knowledge about the solution of elements?

The current state of knowledge about the solution of elements is still incomplete. However, significant progress has been made in recent years, and we have a much better understanding of how the elements formed and evolved in the early universe. Continued research using advanced telescopes and instruments will further enhance our understanding of this fascinating topic.

Services Marketing, 6th Edition by Lovelock

Question: What are the core elements of the services marketing triangle?

Answer: Lovelock's services marketing triangle identifies three core elements: service, customer, and organization. Each element interacts with the others to create a successful service experience.

Question: How does the concept of inseparability apply to services marketing?

Answer: Inseparability in services marketing means that the production and consumption of a service happen simultaneously. This makes it difficult to separate the provider from the service itself, influencing customer perceptions and the quality of the service experience.

Question: Why is customer participation crucial in services marketing?

Answer: Services often require active customer participation to co-create the service. This participation can impact the efficiency, effectiveness, and overall experience. Service providers need to understand and manage customer participation to enhance service value.

Question: What is the importance of managing customer expectations in services marketing?

Answer: Customer expectations are critical in services marketing. They influence customer satisfaction, loyalty, and the provider's reputation. Service providers must manage expectations carefully by setting realistic standards, communicating them effectively, and meeting or exceeding them.

Question: How can technology enhance services marketing strategies?

Answer: Technology advancements offer opportunities to improve service delivery, enhance customer engagement, and automate processes. Services marketers can leverage technology to personalize services, deliver remote support, and create virtual experiences that enhance the service experience.

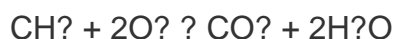
Stoichiometry: Chapter 12 Study for Content Mastery

Introduction

Stoichiometry, the study of the quantitative relationships between reactants and products in chemical reactions, is a fundamental concept in chemistry. This chapter provides a comprehensive guide to the principles and applications of stoichiometry, with a focus on helping students achieve content mastery.

Balancing Chemical Equations

The first step in stoichiometry is balancing chemical equations, which ensures that the number of atoms of each element is the same on both sides of the equation. To balance an equation, coefficients are added to the reactants and products to make the equation mathematically correct. For example, to balance the combustion reaction of methane, we add coefficients as follows:



Molar Ratios and Stoichiometric Calculations

Once an equation is balanced, we can use the mole concept to determine the molar ratios between reactants and products. The mole ratio is the ratio of the number of moles of one substance to the number of moles of another substance, as determined by the coefficients in the balanced equation. For instance, in the combustion reaction above, the mole ratio of CH_4 to O_2 is 1:2.

Limiting Reactants

When a chemical reaction is carried out, one or more reactants may be used up before the others. The reactant that is used up first is called the limiting reactant. To determine the limiting reactant, we calculate the amount of product that can be formed from each reactant based on the balanced equation and the initial amounts of reactants. The reactant that produces the least amount of product is the limiting reactant.

Percent Yield

In practice, chemical reactions often do not proceed to completion, and only a certain percentage of the theoretical yield of product is obtained. The percent yield is a measure of the efficiency of a reaction and is calculated as follows:

Percent Yield = (Actual Yield / Theoretical Yield) x 100%

Factors such as incomplete reactions, side reactions, and losses during isolation can affect the percent yield.

Conclusion

Stoichiometry is a powerful tool for predicting the quantities of reactants and products in chemical reactions. By understanding and applying the principles outlined in this chapter, students can develop a deep understanding of this fundamental aspect of chemistry and enhance their problem-solving skills.

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