

# HR AS A STRATEGIC PARTNER A CRITICAL REVIEW

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**What is the role of HR as a strategic partner?** HR, when operating as a strategic partner, becomes a catalyst for enhancing overall business performance. By aligning HR efforts with organizational goals, HR not only positively impacts employee engagement and retention but also contributes significantly to the company's financial success.

**Why HR is a critical business partner?** They act as a trusted advisor to both employees and leadership, ensuring that HR practices align with and support the organisation's overall goals. In essence, an HRBP helps: Attract and retain top talent. Improve employee engagement and productivity.

**What are the core competencies for HR as strategic partner?** An HR business partner supports the business managers through the alignment of HR activities with the organizational strategy. Crucial skills are business acumen, digital integration, people advocacy, strategic aptitude, understanding of HR, data analytics skills and excellent stakeholder management.

**What is strategic HR review?** Strategic HR Review aims to be the leading publication for senior HR professionals who are dedicated to improving business results. Corporate case studies, research and a wealth of practical ideas are intended to help such individuals improve performance.

**How can HR play a strategic role?**

**How HR can be involved as a strategic partner in addressing the results of the SWOT analysis?** HR can be a strategic partner in addressing the SWOT analysis

results because they oversee all workplace issues involving employees, including hiring, dismissing, compensation and benefits, performance management, safety and wellness, and training and development.

**Is HR business partner higher than HR director?** The simple answer is that the HR director is a senior, strategic management role, while the HR business partner is a senior individual contributor who supports and collaborates with one or more of the organization's managers.

**Why is HR critical to firm performance?** Human resource (HR) management, often called HR or talent management, comprises all the activities companies undertake to hire, develop, and engage the workforce. And because talent is any organization's most precious resource, effective HR management is critical to organizational success and growth.

**What is a key responsibility of HR business partner?** An HR Business Partner is a professional who provides HR guidance, analyzes metrics, resolves employee relations issues, and works with management to improve work relationships and productivity. They act as consultants, aligning HR practices with business goals.

**What are the top 3 skills of an HR business partner?** HRBPs must gain skills in business strategy, change management, and stakeholder relations.

**What is the HRBP strategy for 2024?** HRBPs should prioritize one-on-one virtual meetings, invest in team-building activities designed explicitly for remote environments, and champion initiatives that foster a sense of connection and engagement across the dispersed workforce.

**How does HR business partner add value?** A good HRBP will be super effective at helping form and implement a business strategy from a people practice perspective — as well as having a great in-house network (to link key players together), and a great operational and strategic mind, depending on what type of organization they work in.

**Why is HR considered strategic?** Strategic HRM, or 'people strategy', is about creating a coherent framework for employees to be hired, managed and developed to support an organisation's long-term goals. It helps ensure that the various aspects

of people management work together to drive the behaviour and climate to meet performance targets.

**What is the goal of strategic HR?** Strategic HR goals are a directed approach to meeting company objectives for the human resources department. Strategic goals differ from other types of goals because they consider the overall direction of a business and how it can affect employees.

**What is HR strategic focus?** HR strategy is a roadmap for solving an organization's biggest challenges with people-centric solutions. This approach requires HR input during policy creation and elevates the importance of recruitment, talent management, compensation, succession planning and corporate culture.

**What is the role of HR in the strategic management process?** HR professionals possess valuable insights into the organization's workforce capabilities, skills, and development needs. By collaborating with top-level management, HR can provide strategic workforce planning, identify gaps in talent, and develop strategies to acquire, retain, and develop the right talent.

**What is a strategic partnership role?** Typically, two companies form a strategic partnership when each possesses one or more business assets or have expertise that will help the other by enhancing their businesses. This can also mean, that one firm is helping the other firm to expand their market to other marketplaces, by helping with some expertise.

**What is the role of HR generalist strategic business partner?** What does a HRBP do? HR business partners work with teams, managers and key stakeholders to help build organisation and people capability, and shape and implement effective people strategies and activities within the organisation.

**What does the strategic role of HR focus on?** Winning the talent war: attract and retain top performers Strategic HR focuses on crafting recruitment and selection processes that not only identify candidates with the right skills and cultural fit, but also create an engaging employee experience that fosters loyalty and reduces turnover.

**Can you put a speed control on an induction motor?** It can be seen that induction motor speed control can also be achieved by varying the number of stator poles of the motor. This method of speed control is found in squirrel cage induction motors, which are designed to have several independent stator windings wound for different numbers of poles in the same slots.

**What are the advantages of speed sensorless control of induction motor?** Induction motor drives without direct speed sensors have the features of low cost, high reliability and less maintenance requirements.

**What is the method for speed control of induction motor?** Theoretically, there are several ways to control the speed of the motor. The methods are: varying rotor resistance, changing input voltage, changing number of pole and changing electrical frequency.

**What is sensorless vector control of an induction motor?** The sensorless vector control is a flux vector control method where the amplitude, frequency, and phase of the AC voltage supply to the motor is varied to keep the motor speed and torque as desired.

**Why is it difficult to control the speed of induction motors?** You can control the speed by varying the voltage of an induction motor, but it will have very poor speed vs. load characteristics, as you are operating it with a high slip frequency. Induction motors basically are designed to operate at near synchronous speed, and behave poorly much below that speed.

**Can you control the speed of a single phase induction motor?** Finally, you can control a single-phase motor's speed using capacitive methods. Workers mainly use capacitors to create inductive loads and find they work better in fan and pump applications.

**What are the disadvantages of sensorless control?** Challenges of Sensorless Control Performance Limitations: Sensorless control techniques may not provide the same level of performance as sensor-based methods, particularly at low speeds or standstill in motor drives, or under rapidly changing conditions in renewable energy systems.

**What are the disadvantages of speed control of induction machine by voltage control method?** Disadvantage • The speed change is in step and smooth speed control is not possible. The method can be used only for the squirrel cage type motors as squirrel cage rotor adjusts itself to same number of poles as stator which is not the case in slip ring induction motor.

**What is the drawback of speed control of a slip ring induction motor with the help of resistance in the circuit?** Disadvantages: But there are some disadvantages in this method of speed control. As the rotor resistance is increased, the " $I^2R$ " losses also increases which in turn decreases the operating efficiency of the motor. It can be interpreted as the loss is directly proportional to reduction in speed.

**How to control the rpm of an induction motor?**

**How to control speed of induction motor using VFD?** A variable frequency drive controls the motor speed by using PWM (Pulse Width Modulation) to alter the power supply frequency that's fed to the motor. There is typically no feedback coming back from the motor; although some drives uses back EMF as feedback.

**How to reduce crawling in an induction motor?** Induction motors have a high starting torque, which reduces crawl. Therefore, with proper coil span selection and slight bending of the rotor teeth, crawl and cogging of the squirrel-cage motor can be avoided. Crawl can be avoided or minimized by choosing the right combination of stator and rotor slots.

**How does sensorless motor control work?** Sensorless control methods use current and voltage information from the motor to determine the rotor position. The motor speed can then be derived from changes in the rotor position, and this information can be used for speed control.

**What is the difference between sensor and sensorless motor control?** What Is the Difference Between a Sensored and Sensorless Motor? The primary difference between a sensored and sensorless motor is that the latter typically lacks the hall sensors that are generally found in the former. A brushless motor without hall sensors is essentially a sensorless motor.

**What is the difference between flux vector and sensorless vector control?**

Sensorless Vector control provides better speed regulation and the ability to produce a high starting torque. Flux Vector control provides more precise speed and torque control with dynamic response.

**What are the methods of speed control for induction motors?**

**What are the factors affecting the speed control of induction motors?** The synchronous speed of induction motors is dependent on the number of poles of the motor and the frequency of the supply power.  $B_s$  is the synchronous speed,  $f$  is the supply frequency and  $p$  is the number of motor poles.

**What is the Kramer system of speed control?** This method of speed control is used in large power applications where the variation of speed over a wide range involves a large amount of slip power. Definition: The static Kramer-drive is the method of controlling the speed of an induction motor by injecting the opposite-phase voltage in the rotor circuit.

**Why speed control of induction motor is difficult?** Induction motors are semisynchronous. They want to turn at the same rate of the line frequency (for a standard 2-pole motor that is 3600 RPM (for 60 Hz) at no load. The Slip occurs as the torque is increased; at full load the motor will have slipped about 5-10% or about 3400 RPM.

**Which motor is best for speed control?** For applications where variable speeds are necessary, typically an AC motor with an Inverter or brush motors are used. Brushless DC motors are an advanced option due to their wide speed range, low heat and maintenance-free operation. Stepper Motors offer high torque and smooth low speed operation.

**What Cannot be the maximum speed of an induction motor?** An induction motor cannot run at synchronous speed. If it runs at synchronous speed, there would be no cutting of the flux by the rotor conductors and there would be no induced EMF, no current and no torque.

**How do you control the RPM of an induction motor?**

**Can you put a variable speed control on any motor?** Not all electric motors can operate at variable speeds by default. While certain motors are designed specifically for variable speed applications, others may require additional components and control systems to enable speed adjustments.

**How can I speed up my induction motor?**

**What is speed regulation of induction motor?** The speed regulation of induction motor is defined as the change in the motor speed with change in load. It is expressed as a fraction or percentage of full-load speed, i.e.,  $\text{Speed regulation} = \frac{N_{nl} - N_{fl}}{N_{fl}} \times 100\%$  Where,  $N_{nl}$  is the no-load speed of the motor and  $N_{fl}$  is the full-load speed of the motor.

**Trash by Andy Mulligan: A Profound Tale of Environmentalism and Social Justice**

**What is "Trash"?**

"Trash" is a novel by Andy Mulligan that depicts the harsh realities of life in a Manila garbage dump. It follows the journey of a young boy named Raphael who spends his days searching for recyclables amidst the filth and decay.

**What are the main themes of the novel?**

The novel explores themes of poverty, environmentalism, and social inequality. It highlights the struggles of those living in extreme poverty and the devastating effects of pollution and waste on both human and animal life.

**What is the significance of the "trash" in the novel?**

The "trash" in the novel serves as a powerful symbol of the social and environmental injustices faced by the characters. It represents both the overwhelming abundance of waste that threatens our planet and the societal neglect that perpetuates poverty and exploitation.

**How does the novel portray the challenges faced by the poor?**

"Trash" vividly depicts the desperate living conditions and daily struggles of the poor living in the garbage dump. It exposes the lack of basic necessities, the rampant disease, and the violence and crime that plague their lives.

### **What message does the novel convey about environmentalism?**

The novel highlights the urgent need for environmental protection and sustainable practices. It shows how pollution and waste not only harm the environment but also have devastating consequences for human health and well-being. "Trash" calls on readers to take action and strive for a cleaner and more equitable world.

## **Taxi 1 Cahier d'Exercices Corrigés Tervol : Questions et Réponses**

### **Partie 1 : Lexique**

**Q1 : Trouvez le synonyme de "conduire".** R1 : Piloter

**Q2 : Traduisez "a traffic jam" en français.** R2 : Un embouteillage

### **Partie 2 : Grammaire**

**Q3 : Conjuguez le verbe "aller" au présent de l'indicatif à la 1ère personne du singulier.** R3 : Je vais

**Q4 : Formez le futur simple du verbe "faire".** R4 : Je ferai

### **Partie 3 : Compréhension**

**Q5 : Lisez le texte suivant et répondez à la question : Combien de passagers le taxi peut-il transporter ?**

"Taxi 1, c'est un taxi spacieux qui peut transporter jusqu'à quatre passagers."

R5 : Quatre

### **Partie 4 : Expression écrite**

**Q6 : Écrivez une phrase décrivant un taxi.** R6 : Le taxi est une voiture jaune qui circule dans les rues de la ville.



## Partie 5 : Exercices complémentaires

**Q7 : Complétez la phrase suivante avec le mot approprié : "Je \_\_\_ un taxi." R7 :**  
Prends

**Q8 : Choisissez la bonne option pour compléter la phrase : "Le taxi est \_\_\_." R8 :** Stationné

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