

# PERSONNEL MANAGEMENT AND INDUSTRIAL RELATIONS 10TH REVISED EDITION

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**What is personnel management and industrial relations?** While personnel management focuses on managing the administrative functions of an organization's workforce, industrial relations is concerned with managing the relationship between employees and employers.

**What is another name for industrial relations and personnel management?**

**What is the difference between industrial relations and human resource management?** Industrial relations is a part of human resource management. There are four parties involved in IR such as the employees, employers, trade unions, and government. In HR, there are mainly two parties involved such as the employees and employers.

**Does UniLorin offer industrial relations and personnel management?** (ii) UNILORIN accepts ND in Management Studies at upper credit, ND in Industrial Relations & Personnel Management OR Human Resource Management at upper credit from any recognized institution in addition to meeting the UTME requirements.

**Is personnel management same as HR?** What is the difference between them? The key difference between personnel management and human resource management can be seen in their approach to employees. While personnel management considers employees as tools, HRM specialists encourage organisations to view them as assets that should be invested in.

**What are the three types of personnel management?**

**What is the main objective of industrial relations?** They are complex and multidimensional concept conditioned by the economic, social and political environment in a country. The basic objective of industrial relations is to develop and maintain mutual understanding and cooperation between the employer and worker.

**What is the primary responsibility of management in industrial relations?** The role of Management in industrial relations is to continually guide and reorient Labor to keep moving in the direction of the plans established by the Owners. The larger a corporation becomes, the more managers are required. At a certain large size, even managers need to be managed.

**What are the five theories of industrial relations?** These are the unitary, systems, conflict, Marxist and social action theories. Salamon (2000) posits that industrial relations theories are unitary, pluralist or pluralistic, Marxist, systems and social action.

**What is the difference between HR manager and IR manager?** Additional components of human resource management functions extend to a strategic and comprehensive approach in creating a productive workplace culture and environment. Industrial Relations primarily have the functionality of establishing and maintaining good standing relationships between employers and employees.

**What does IR mean in HR?** In today's economy, the success of any enterprise lies with the quality of people it hires. The goal of human resources (HR) and industrial relations (IR) is to effectively and successfully manage an organization's most critical resource: its people.

**Is industrial relations the same as employee relations?** The relationship is governed by the Employment Contract between both parties. The main difference is: IR is a three-way relationship, whereas ER is a two-way relationship. In general terms, ER is basically cutting off the State and Unions and Associations from the relationship.

**What are the requirements to study industrial relations and Personnel Management?** Admission Requirements English Language, Mathematics,  
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Economics and any other two from Accounting, Business Methods, Commerce, Government, CRK, Geography and Statistics obtained from WAEC, NECO, GCE and NABTEB.

**What is Personnel Management in industrial management?** Personnel Management, also known as human resource management (HRM), involves the planning, organizing, directing, and controlling of an organization's workforce. It encompasses activities such as recruitment, hiring, training, performance management, employee relations, and compensation and benefits administration.

**What is Personnel Management subject?** Personnel management is a branch of management that focuses on the effective administration, supervision, and coordination of employees within an organization.

**What was the main focus of personnel management?** In traditional personnel management, the main focus is to ensure that employees meet basic job requirements and legal obligations such as safety training. However, in HRM, the emphasis is on continuously assisting employees in their learning and development based on the organization's needs.

**Is personnel management a profession?** If you are an organized individual who enjoys helping others, a career in personnel management could be great for you. Personnel managers work as administrative human resource professionals to help develop and manage employees within an organization.

**Who defines personnel management?** \_\_\_\_\_, defines "Personnel Management is the planning, organization, directing and controlling of the procurement, development, resources to the end that individual and societal objectives are accomplished". Edwin B. Flippo.

**Who is a personnel manager?** Meaning of personnel manager in English a person who is in charge of the department that deals with the employment, training, support, records, etc. of a company's employees: The function of a personnel manager usually begins with the staffing process.

**What are the 3 P's of people management?** Effective employee performance management requires the application of the 3 Ps principle, with a focus on purpose,

people, and process. This approach gives HR professionals a clear framework to guide their decisions when hiring, training, and creating the best possible work environment for their staff.

**What is the main principle of personnel management?** Modern personnel management is centred on the private principles of personnel management. These include: Attention to people, their initiative and needs. Delegating responsibilities to employees, joint decision-making, involvement in the social life of the team.

**What is industrial relations and management?** Industrial relations are concerned with the system, rules, and procedures used by unions and employees to determine the reward for effort and other conditions of employment, safeguard the interests of the employees and their employer and regulate how employers treat their employees.

**What is the meaning of personnel management?** Personnel management is an administrative function within an organization that oversees the hiring, organization and support of employee positions. A branch of human resources, personnel management focuses on recruiting the right individuals to fit a position and supporting those already working for the company.

**What do you mean by employee relation and industrial relations?** Every employer-employee relations system creates a complex set of rules, regulations and procedures to govern the workplace. Industrial Relations (IR) The term industrial relations explain the relationship between employees and management which stem directly or indirectly from union-employer relationship.

**What is industrial relations personal relations?** What are Industrial Relations? "Industrial Relations" refers to all types of relations between employers and workers, be they at national, regional or company level; and to all dealings with social and economic issues, such as wage setting, working time and working conditions.

**Statistics Hacks: Tips and Tools for Measuring the World and Beating the Odds**

**By Frey Bruce, O'Reilly Media, 2006**

**Question:** What is the key message of "Statistics Hacks"?

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**Answer:** The book provides practical tips and techniques for using statistics to gain insights, make informed decisions, and improve chances of success.

**Question:** What types of statistical tools are covered in the book?

**Answer:** The book covers a wide range of tools, including probability, hypothesis testing, regression analysis, and Monte Carlo simulations. It also includes advice on data collection, visualization, and communication.

**Question:** How can "Statistics Hacks" help readers beat the odds?

**Answer:** By understanding the statistical principles behind everyday situations, readers can make better decisions and increase their chances of achieving success. For example, the book teaches how to evaluate the reliability of information, determine the likelihood of an event occurring, and optimize resources.

**Question:** Are there any limitations to the book's approach?

**Answer:** While the book provides valuable insights, it is important to note that statistics can be complex and require careful interpretation. It is crucial to consult with qualified professionals for complex statistical analyses.

**Question:** Who would benefit most from reading "Statistics Hacks"?

**Answer:** The book is ideal for individuals with an interest in understanding the role of statistics in decision-making, such as business professionals, researchers, students, and anyone looking to improve their analytical skills.

## **Understanding the Scope of the English Exam Paper**

The English exam paper is an integral part of many academic assessments, and its scope can vary widely depending on the level and purpose of the exam. Understanding the scope of an exam is crucial for effective preparation and success.

## **Comprehension and Critical Thinking**

One common aspect of the English exam paper is comprehension and critical thinking. Candidates will be required to read and understand a variety of texts, such as articles, essays, or literary works, and analyze their content and structure. Critical

thinking skills are also tested through questions that ask students to evaluate evidence, draw inferences, and form opinions.

### **Language and Usage**

Another key component of the English exam paper is language and usage. Candidates will be tested on their proficiency in grammar, vocabulary, and sentence structure. They may be asked to identify errors, complete sentences, or write their own compositions. A strong grasp of these fundamentals is essential for communicating effectively in the written form.

### **Literature**

For exams that focus on literature, candidates will be expected to demonstrate their knowledge and understanding of a specific body of literary works. They may be asked questions about characters, plot, themes, or literary devices. Critical analysis and interpretation of literary texts is also a common aspect of literature exams.

### **Writing**

Many English exam papers include a writing component. Candidates will typically be given a prompt and asked to produce a specific type of writing, such as an essay, article, or story. This section tests students' ability to organize their thoughts, develop ideas, and communicate effectively through the written word.

### **Specific Exam Requirements**

It is important to note that the specific scope of an English exam paper may vary depending on the exam itself. Candidates should carefully review the exam specifications or consult with their instructors to determine the exact content and format of the exam they are taking. Understanding the scope of the exam allows students to tailor their preparation accordingly and maximize their chances of success.

### **Sony Handycam DCR-DVD108: Frequently Asked Questions**

#### **1. What is the Sony Handycam DCR-DVD108?**

The Sony Handycam DCR-DVD108 is a digital video camcorder that records directly to DVD-R/RW discs. It features a 2.7" color LCD screen, a 2.3-megapixel CCD image sensor, and a 10x optical zoom lens.

## **2. What types of discs does the DCR-DVD108 use?**

The DCR-DVD108 uses 8 cm (3.2") DVD-R/RW discs. These discs can hold up to 60 minutes of video footage in standard quality (SP mode) or 30 minutes in high quality (LP mode).

## **3. What are the resolution and frame rate options for the DCR-DVD108?**

The DCR-DVD108 can record video in standard definition (SD) at resolutions of 720x480 (4:3 aspect ratio) or 640x480 (16:9 aspect ratio). The frame rate options are 30fps, 25fps, and 15fps.

## **4. What is the battery life of the DCR-DVD108?**

The DCR-DVD108 uses a rechargeable lithium-ion battery that provides approximately 1 hour and 15 minutes of recording time in SP mode. The battery life can vary depending on the recording settings and the ambient temperature.

## **5. What additional features does the DCR-DVD108 offer?**

The DCR-DVD108 has several additional features, including:

- Built-in image stabilization
- NightShot mode for low-light recording
- Time-lapse recording
- Scene selection modes
- USB connectivity for easy file transfer

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