**General HRM Policies**

1. What are the main goals of your HR policies?
2. How do you manage staff turnover and ensure employees stay longer?
3. What are the biggest HR challenges in your industry, especially if turnover is high?

**Recruitment and Selection**

1. How do you find and hire the right people for your company?
2. Do you work with outside consultants for recruitment? If yes, how do they help?

**Staff Training and Development**

1. How do you identify the training needs of employees?
2. What training programs do you offer, and how do they help staff grow?
3. How do you balance training when budgets are tight?

**Appraisals and Performance**

1. How does your company give feedback to employees about their work?
2. What are the common goals of your appraisal process?
3. What challenges do you face with performance reviews?

**Remuneration Policies**

1. How does your company ensure salaries and benefits are fair and competitive?
2. What steps do you take to prevent dissatisfaction with pay?

**Handling Dismissal and Redundancy**

1. What procedures do you follow when dismissing or letting go of staff?
2. How do you ensure fairness and legal compliance in such situations?

**Job Design and Employee Engagement**

1. How do you make jobs interesting and satisfying for employees?
2. Do you use strategies like job rotation or enrichment? If yes, how effective are they?

**Discrimination and Workplace Diversity**

1. What steps does your company take to prevent discrimination?
2. How do you promote diversity and inclusion in the workplace?

New questions

1. How do you measure the effectiveness of your HR policies?
2. How do you ensure diversity and inclusion during recruitment?
3. What methods do you use to evaluate candidates during the hiring process?
4. What HR software do you use, and how has it impacted your processes?
5. How do you address unconscious bias in decision-making processes?