

# 22 Lecture - MGT111

## Important Subjective

1. **What is the role of HRM in employee recruitment?**

Answer: The role of HRM in employee recruitment involves developing job descriptions, identifying recruitment channels, screening and interviewing candidates, and selecting the most qualified candidates for the job.

2. **What is the purpose of employee training and development?**

Answer: The purpose of employee training and development is to enhance the knowledge, skills, and abilities of employees to improve job performance, increase productivity, and achieve organizational goals.

3. **How does HRM help to maintain positive employee relations?**

Answer: HRM helps to maintain positive employee relations by implementing fair and equitable policies and procedures, providing opportunities for employee feedback and involvement, and resolving conflicts in a timely and effective manner.

4. **What is the process of performance appraisal, and how does it benefit both employees and organizations?**

Answer: Performance appraisal is the process of formally evaluating employee performance against established goals and objectives. It benefits both employees and organizations by providing feedback on job performance, identifying areas for improvement, and facilitating career development and promotion opportunities.

5. **What is the role of HRM in compensation and benefits management?**

Answer: The role of HRM in compensation and benefits management involves designing and administering compensation and benefits programs that attract, retain, and motivate employees while ensuring legal compliance.

6. **What is employee engagement, and how does HRM facilitate it?**

Answer: Employee engagement is the level of commitment and motivation that employees have towards their job and organization. HRM facilitates employee engagement by promoting positive work environments, recognizing and rewarding employee contributions, and providing opportunities for career development.

7. **What is the purpose of succession planning, and how does HRM facilitate it?**

Answer: The purpose of succession planning is to identify and develop employees for future leadership roles within the organization. HRM facilitates succession planning by identifying key competencies and skills required for leadership roles, providing development opportunities, and **establishing career paths for high-potential employees.**

8. **How does HRM ensure compliance with labor laws and regulations?**

Answer: HRM ensures compliance with labor laws and regulations by monitoring legal requirements, developing policies and procedures that adhere to legal standards, and providing training and education to employees and management.

9. **What is the role of HRM in employee retention?**

Answer: The role of HRM in employee retention involves implementing strategies that promote employee satisfaction, engagement, and commitment to the organization, such as offering competitive compensation and benefits, providing opportunities for career development, and recognizing and rewarding employee contributions.

10. **What are some of the challenges facing HRM in today's global business environment?**

Answer: Some of the challenges facing HRM in today's global business environment include managing diverse workforces, complying with international labor laws and regulations, and developing strategies to attract and retain top talent in a competitive global marketplace.