

25 Lecture - MGT111

Important Subjective

- 1. What is selection in the context of public organizations?**
Answer: Selection in the context of public organizations refers to the process of choosing the right candidates for a job based on specific criteria such as education, skills, experience, and knowledge.
- 2. Why is selection important in public organizations?**
Answer: Selection is important in public organizations because it ensures that the right candidate is hired for a particular job. This can result in increased efficiency, productivity, and improved service delivery.
- 3. What is training in the context of public organizations?**
Answer: Training in the context of public organizations refers to the process of providing employees with the necessary knowledge, skills, and abilities to perform their job effectively.
- 4. Why is training important in public organizations?**
Answer: Training is important in public organizations because it helps employees improve their job performance, which can result in increased efficiency and productivity, improved service delivery, and job satisfaction.
- 5. What are some of the methods used for employee selection in public organizations?**
Answer: Some of the methods used for employee selection in public organizations include application screening, interviews, aptitude tests, and reference checks.
- 6. What are some of the methods used for employee training in public organizations?**
Answer: Some of the methods used for employee training in public organizations include on-the-job training, classroom training, e-learning, mentoring, and coaching.
- 7. What is the role of HR in employee selection and training in public organizations?**
Answer: HR plays a critical role in employee selection and training in public organizations. They are responsible for developing selection and training programs, ensuring compliance with relevant laws and regulations, and evaluating the effectiveness of these programs.
- 8. What are some of the challenges faced in employee selection and training in public organizations?**
Answer: Some of the challenges faced in employee selection and training in public organizations include limited budgets, competing priorities, resistance to change, and difficulty in measuring the effectiveness of training programs.
- 9. What are some of the benefits of employee selection and training in public organizations?**
Answer: Some of the benefits of employee selection and training in public organizations include improved job performance, increased efficiency and productivity, improved service delivery, and job satisfaction.

10. **How can public organizations ensure that their selection and training programs are effective?**

Answer: Public organizations can ensure that their selection and training programs are effective by setting clear goals and objectives, regularly evaluating and updating these programs, providing adequate resources, and involving employees in the process.