

HRM Exam Questions and Answers

Section A: 2 Mark Questions (Answer any 40)

1. **Define Human Resource Management (HRM).**
 - HRM is the strategic and coherent approach to managing an organization's people. It involves activities like hiring, motivating, and maintaining people to achieve organizational goals effectively and efficiently.
 -
2. **What is the primary goal of Training and Development in HRM?**
 - To enhance employees' skills and competencies for improved performance and career growth.
 -
3. **Define Performance Management as per the presentation.**
 - HRM establishes clear performance goals and provides regular feedback and evaluations, recognizing high performers and addressing issues. A performance management system is a systematic approach to measuring employee performance using KRAs and KPIs.
 -
4. **What is the purpose of Compensation and Benefits in HRM?**
 - To design fair and competitive compensation structures and benefits packages to attract and retain talented employees.
 -
5. **Define Employee Engagement.**
 - HRM strives to create a positive work environment that fosters employee engagement, job satisfaction, and commitment to the organization.
 -
6. **What is 'Selection' in the context of employment?**
 - The process of dividing candidates into two classes: those to be offered employment and those who are not.
 -
7. **State one significance of the Selection Process.**
 - Procurement of Skilled Workers: Ensuring only suitable candidates fit for the job are selected. OR Solution to Personnel Problems: Proper selection reduces personnel issues.
 -
8. **List two steps in the selection process.**
 - Any two from: Initial contact, Preliminary interview, Application bank, Selection test, Interviewing, Checking references, Approval by supervisor, Selection, Job offer, Contract, On-Boarding.
 -
9. **What is an Application Bank?**

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Mick Marchington, Adrian Wilkinson



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