**Human Resource Management.**

**Questions for final exam.**

1. Please describe the aspects of People Management. What is the relationship between these aspects?

2. Define the Human Resource Management and introduce its models.

3. Please describe the characteristics of Human Resource Management.

4. What are the aims of Human Resource Management? Identify the areas HRM is concerned with achieving objectives in.

5. The significance of Human Resource Management.

6. What is Personnel Management and what is Human Resource Management? What does make these two notions different from each other?

7. How do you understand HR Trends? Please describe in your own words. Give examples of 4 recent HR Trends.

8. Strategic Human Resource Management – definition, meaning according to Hendry and Pettigrew (1986). Please explain the resource-based approach to Strategic Human Resource Management.

9. HR strategy – please give the definition and identify the criteria-s for HR strategies. How can you explain the configurational approach (bundling) to HR strategy development?

10. Why to introduce HR policies in organization? Categorize HR policies according to the stages of Employment Life Cycle. Please give examples.

11. What are Diversity and Inclusion within the company? How are they controlled?

12. Please explain Equal Opportunities Policies. Identify HRM issues where Equal Opportunities Policies should be considered.

13. What can be an organization’s strategy for Managing Diversity and Inclusion? Describe in your own words.

14. Discrimination – definition and types. How can discrimination issues be prevented within the company?

15. Disability and Employment. What are good employment practices for disabled people?

16. Definition of Human Resource Planning. Why do organizations choose to engage in Human Resource Planning?

17. Human Resource Planning – definition, steps of planning. Please identify the limitations of Human Resource Planning.

18. How does HR contribute to Human Resource Planning?

19. Human Resource Planning – identify the aims. Describe the process of Human Resource Planning.

20. How a new employee is adapted to the company? Please describe.

21. What is Recruitment and what is Selection? How are these two notions different from each other?

22. Introduce the three stages of Recruitment and Selection. Describe *Advertising* as a method of attracting candidates.

23. Please describe internal and external recruitment. What are the differences?

24. What are the interview types? Can HR combine more than one type of interviews? Please explain.

25. What are the ways of outsourcing recruitment process? Please describe.

26. Define the nature of Job Analysis. How the Job Analysis information is furtherly used?

27. Please identify the steps in Job Analysis and explain the process.

28. Please explain job enlargement, job enrichment and job rotation. What are the differences between these three notions?

29. Please identify the methods of collecting Job Analysis information. Which of the existing methods can be used for more accurate conclusions?

30. Job Descriptions and Job Specifications – please give the definitions and explain the key differences.

31. What do we mean by “training”, “learning” and “development”? Please give the definitions and identify the differences.

32. What are the components of Learning and Development?

33. Please define Strategic Learning and Development and identify its aims.

34. How do learning theories explain individual and organizational learning?

35. Please introduce Kolb’s Learning Cycle (1984) and explain how it was furtherly developed by Honey and Mumford (2006).

36. What is the role of organizational culture in the learning process?

37. Please identify organizational and individual learning strategies.

38. What is the role and purpose of the Learning and Development function in the organization? Please explain.

39. Please identify the recent trends in Learning and Development.

40. How are the economic situation and training spends linked? Please explain.

41. Please explain the importance of Career Management.

42. What are the differences between Career Management, Career Development and Career Planning? Please introduce the stages of Career Development Model.

43. Please identify the roles of individual, manager and organization in Career Development. Support your answer with examples.

44. What are the employees’ and employers’ reasons for transfers? How can promotions and transfers affect your career?

45. Please explain the components of Career Management Process.

46. Define Performance Management and explain the aim of managing organizational performance.

47. Please describe the key elements of Performance Management process.

48. Performance Management and Performance Appraisal – what are the key differences between these two notions?

49. Please introduce performance assessment methods and identify the problems with these methods.

50. How do organizations deal with under-performers?

51. Please define Reward Management and introduce the concept’s elements.

52. Reward Management – introduce the concept, explain its aims and concerns.

53. Please introduce the economic theories explaining pay levels and explain the Agency Theory. To what extent this theory is linked with HRM?

54. Financial and non-financial rewards – which one positively affects employee motivation? Support your answer with example.

55. What is the problem with executive compensation? Please explain.

56. Please define Employee Relations and explain why it is worth studying.

57. How Industrial Relations and Employee Relations are different? Please explain.

58. What are the aims of Employee communication and how can good employee communication benefit the organization?

59. Employee Voice – the concept and the elements.

60. How is Trust and Employment Relationship related? Support your answer with example.

61. What are the concerns of Health and Safety policies and programmes in the organization?

62. Please describe the importance of Health and Safety in the workplace and introduce the benefits for the company.

63. Please introduce the reasons of why stress occurs in the workplace. How stress can be eliminated?

64. Please explain the concept of Work - Life Balance and introduce company initiatives for the concept’s effectiveness.

65. Why to introduce Employee Assistance Programmes in the workplace? Explain in your own words.

66. Please define the Talent Management and introduce its key areas.

67. Why is Talent Management important for organizations? Explain in your own words.

68. Please introduce Talent Assessment as important part of Talent Management strategy.

69. What are the company strategies for managing employee retention?

70. Please explain Employee Engagement as a tool for employee retention.

71. Please define Information System and give an HR example for Information System process.

72. What are the functions of computerized HR information system?

73. How is computerized HR information system designed?

74. How is the data acquired from HR information system is furtherly applied to different HR functions?

75. Why does the computerized HR information system sometimes fail?