1. What does SHRM stand for in the context of Human Resource Management?

- a) Strategic Hiring and Recruitment Model
- b) Social Human Resource Management
- c) Strategic Human Resource Management
- d) Societal Hiring and Resource Model
- Answer: c

2. According to the Balanced Approach in HRM, what is considered when setting organizational goals?

- a) Individual goals only
- b) Organizational goals only
- c) Societal goals only
- d) Goals of the individual employee, organizational goals, and societal goals
- Answer: d

3. What is the main principle of a Strengths-Based Approach?

- a) Differences are disadvantages
- b) Talents are labels
- c) Differences are advantages
- · d) Talents are judgments on your value
- Answer: c

4. In the context of HR, what does P-J fit stand for?

- a) Person-Job Fit
- b) Performance-Job Fit
- c) Person-Job Function
- d) Performance-Job Function
- Answer: a

Shrm Multiple Choice Questions With Answers

Arshad Iqbal

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of their anxieties Haley C Recio Director of Human Resources and Administration Teknovus Inc **Human Resources** Management V. S. P. Rao, Rao, 2007 The book presents the fundamentals of Human Resource Management in a simple lucid and easily understandable style It provides a comprehensive coverage to a vast growing discipline well supported by a wealth of research data collected from multifarious sources potently and carefully A notable feature of the book is that it gives extensive coverage to HRD topics The book contains a number of informative tables summary boxes and useful diagrams It is also liberally sprinkled with current examples and illustrations designed to convey the information in an uncomplicated manner The book is primarily meant for students pursuing advanced courses in Human Resource Management such as MBA PGDBA M Com and IAS Some of the changes in the Second Edition are summarized below v A refined version of SHRMv Total quality HRM approachy Summarised versions of best employers in India especially their recruitment selection training and executive development practices Succession planning and succession management enriched with live corporate examplesy 360 degree feedback system essentials of an effective appraisal system potential appraisaly How leading Indian companies appraise potentialy Latest data regarding union membership union recognition criteria and rights voluntary recognition and the code of discipline verification of union membership the check off system recommendations of NCL current trends in trade unionismy Features of industrial relations approaches to industrial relations latest data regarding industrial disputesy Important uses of human resource information systemy New chapter on International Human Resource Managementy Study Aids in a New Format Discussion questions Internet sources true false questions key term exercises student activities etc have been brought under one roof i e at the end of each chaptery 9 New Cases The case of the risky recruit the case of bench management the case of TQM and innovation compensation crises incentive issues the case of variable pay the case of involuntary VRS the case of mentoring management and the case of the hushed relationship

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In an electronic era where connections and knowledge reign supreme, the enchanting power of language has be more apparent than ever. Its capability to stir emotions, provoke thought, and instigate transformation is truly remarkable. This extraordinary book, aptly titled "**Shrm Multiple Choice Questions With Answers**," compiled by a highly acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound affect our existence. Throughout this critique, we will delve in to the book is central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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