

# HRM - FAQs

## Unit 1

1. Define HRM, discuss in detail, HRM functions, and objectives of HRM.
2. HRIS merits, demerits and usefulness of information system in HR
3. HRM models  
Warwick model  
Urich model  
Fomburn, Trichy & Devanna model  
Harvard model  
Guest model  
integrated model
4. Explain how HR built capacity through disruptive technology during pandemic.
5. Competitive challenges in influencing HRM
6. HR matrix, and interactive HR dashboard

## Unit -2

1. Selection, process of selection and steps in selection
2. Performance appraisal methods
3. Job analysis and methods
4. Job, evaluation and methods
5. Recruitment, and sources of recruitment

## Unit -3

1. Lev & Schwartz model
2. Flamholtz & Hermanson's Model
3. Training cycle of training in various methods of training.
4. Kirkpatrick model
5. Various stages of career planning
6. HR accounting methods of HRA

## UNIT- 4

1. How do you classify psychological contract? Explain significance and function.
2. Functions of grievance management and basic steps involved in grievance redressal machinery/procedure
3. Importance of employee engagement and how to measure employee engagement and employee value proposition
4. Employee brand brand wheel
5. Quality of work, life and techniques to improve
6. What is strategic rewards and strategic reward decision to motivate employees

## Unit -5

1. Issues and measures and acquisition
2. Strategic HRM and various model of strategic HRM
3. Global HRM functions, problems of global HR management and suggest measures
4. Professional and psychological counselling during pandemic for jobless
5. Discuss in detail about sustainable HRM model
6. Emerging HR trends