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Q.1. The process of locating and encouraging potential applicants to apply for an existing or an anticipated job openings is called _____. (a) selection.

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The voluntary agreement of unsocial hours working. Answer-2. Post-Your-Explanation-2. 3. Key factors in skills development and talent management are: A broad definition of talent to ensure inclusivity and.

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Knowledge is becoming a critically important resource in contemporary business organizations, a development posing significant issues for HRM. It draws together various strands of theory, research and practice to develop a better understanding of these issues, with special emphasis on HRM practice in knowledge-intensive organizations. It also discusses the difficulties of making a transition from traditional forms of HRM to post-industrial approaches. A review of traditional compensation systems serves as the basis for a series of propositions concerning preferred practice in this critically important area. The major contention is that the managers of knowledge-intensive organizations are confronting major new issues in coordinating and directing the effort of knowledge workers. The major conclusion is that existing compensation structures and routines must be re-thought and makes several suggestions in this regard. The Model of Culture Fit explains the way in which socio-cultural environment influences internal work culture and human resource management practices. This model was tested using 1,954 employees from business organisations in 10 countries. Participants completed a 57-item questionnaire which measured managerial perceptions of four socio-cultural dimensions, six internal work culture dimensions and HRM practices in three areas. Moderated multiple regressions at the individual level analysis revealed that managers who characterised their socio-cultural environment as fatalistic also assumed that employees, by nature, were not malleable. These managers did not administer job enrichment, empowering supervision, and performance-reward contingency. Managers who valued high loyalty assumed that

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employees should fulfil obligations to one another, and engaged in empowering HR practices. Managers who perceived paternalism and high power distance in their socio-cultural environment assumed employee reactivity, and furthermore, did not provide job enrichment and empowerment. Culture-specific patterns of relationships among the three sets of variables, as well as implications of this research for cross-cultural industrial/organisational psychology, are discussed. The Indian economy was forced to adopt a structural adjustment programme at the beginning of 1991. The structural adjustment programme or liberalization initiated the process of the opening up of an otherwise closed economy of India. Liberalization created a hyper-competitive environment and to respond to this turbulence, Indian organizations adopted innovative changes in their HRM practices. Current research shows that HRM practices are important for enhanced corporate performance but little has been reported on the effect of HRM practices and corporate performance in the context of economic liberalization of India. This study tries to understand the role of innovative HRM practices and specifically questions how HRM practices, such as the role of HR department, recruitment, retraining and redeployment, performance appraisal and compensation, enhance corporate performance during the change process. A multiple-respondent survey of 69 Indian organizations was undertaken to study the impact of innovative HRM practices on firm performance. The survey found that the innovative recruitment and compensation practices have a positive significant relationship with firm performance. It was observed that recruitment, the role of the HR department and

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compensation practices seem to be significantly changing within the Indian firms in the context of India's economic liberalization. The synergy between innovative HRM practices was not significant in enhancing corporate performance during the liberalization process. This study compares human resource management (HRM) practices in Indian public- and private-sector organizations. The investigation is based on a questionnaire survey of 137 large manufacturing firms (public sector=81; private sector=56).

Fundamentals of Human Resource Management provides a succinct yet comprehensive overview of the key issues shaping HRM today. The book explores the complex relationships between HRM and a range of organizational functions and encompasses the business, public and voluntary sectors. Using a wealth of real world examples, the text analyses HRM from a number of illuminating practical and theoretical perspectives. The book is arranged around four essential perspectives: environmental, organizational, strategic and operational. The text offers extensive coverage of contemporary HRM topics including ethics and diversity, knowledge management, and talent management. Highly topical coverage of how HRM has been affected by the global financial crisis and of how HRM is practiced in the world's developing economies is incorporated throughout. This book emphasises the operational realities of HRM within the wider business context, demonstrating the practical application of key HRM concepts.

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