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FEATURES

'Smart Codes' aim to help students in easy answer recall. These codes are given only to help students in their preparation.

2. What are the limitations of performance appraisal?

Ans: According to Dale Yoder, _____
_____ The limitations of performance appraisal are as follows:

 SMART CODE

T H E I D F C S A I L

1) TIME CONSUMING PROCESS

Every manager or supervisor is responsible for preparing performance _____
_____ process includes lot of procedures and is time consuming.

2) HORN & HALO EFFECT

The behaviour to look only on negative aspects and ignore the _____
_____ also in those areas where he is not actually proficient.

3) EXPENSIVE

The organisation has to allot huge funds for setting up assessment _____
_____ it is expensive process for the organisation.

4) INADEQUATE ATTENTION TO HUMAN RESOURCE DEVELOPMENT

The main aim of appraisal system is to assess the work _____
_____ actual performances of employees and help them develop their abilities.

5) EFFECTIVE RATING OR PERSONAL BIAS

Managers avoid giving negative remarks or poor ratings as _____
_____ jealousy or fear that such employees might replace them.

6) DIFFICULTY IN SELECTION OF APPRAISAL METHOD

There are number of techniques to evaluate performance _____
_____ is simple and less time consuming to reduce their workload.

7) FEAR OF CONFRONTATIONS

The superiors/ managers may give high ratings to below _____
_____ ratings to below average performers to avoid confrontation with them.

8) CENTRAL TENDENCY

Managers have the tendency to give average rating to _____
_____ actually deserve high ratings but are given average score.

9) ROLL OVER & LATEST BEHAVIOUR EFFECT

The behaviour to ignore employee's current performance _____
_____ result in inaccurate evaluation of work performance.

10) ATTITUDE OF EVALUATOR

Mind set of managers also affects the evaluation process. The managers _____
_____ valuable to the organisation or the employees.

11) INEXPERIENCED EVALUATORS

Sometimes, appraisal may not be conducted by skilled or _____
_____ of work performance may not be valid.

12) JACK OF PARTICIPATION FROM EMPLOYEES/ MANAGERS

Sometimes, employees consider that the whole process of _____
_____ are kept only in files, without serving any practical use.

Human resource management - chapter 20

Quiz questions (answers can be found at the bottom of the page)

1 Ulrich and Brockbank (2005) have identified 5 main roles that HRM carry out. They are:

☐ a) Employee advocate, human capital developer, functional expert, HR leader and strategic partner

☐ b) Employee recruiter, human resource developer, legal expert, HR leader and value creator

☐ c) Internal consultant, employee developer, functional expert, external consultant and strategic partner

☐ d) Internal consultant, employee relations expert, legal expert, external consultant and stakeholder partner

2 On average, the ratio of HR staff to employees in European organisations is:

☐ a) 0.5 HR people per 100 employees

☐ b) 1.0 HR people per 100 employees

☐ c) 1.5 HR people per 100 employees

☐ d) 2.0 HR people per 100 employees

3 Who said "If HRM is to be taken seriously, personnel managers must give it away [to line managers]"

☐ a) David Ulrich

☐ b) David Guest

☐ c) David Lewis

☐ d) David Norton

SOLVED BY MAHA SHAH VU_ASKARI MANAGER

A: Neurotic
B: Optimistic
C: Extraverted
D: Type A

A: Meditation
B: Exercise
C: Talking with others
D: All of the given options

A: Chief executive officer
B: **Chief safety officer**
C: Occupational safety and health officer
D: Chief operations officer

A: Frederick Taylor
B: Frederick Herzberg
C: David McClelland
D: Edward Deci

A: Wages
B: Salaries
C: **Employer-paid insurance**
D: Commissions

A: Family relationships
B: Work performance
C: Your attention to safety
D: All of the given options

A: 50; 26 weeks
B: 75; 1 year
C: 100; 2 years
D: 25; 4 weeks

A: Job rotation
B: Screening
C: Training
D: Incentive programs



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01/01/2015 - Since the competitive and efficient human resource is the master key to the expected quality, therefore Human Resources play a vital role in achieving high quality standards. Further, in addition to the concept of Total Quality Management (TQM), Quality obsession is also significant for improvement of quality of the product. Set 12 of Human Resource Management Question Papers. MAY 2009 Old Pattern HRM Question Papers. Instructions to the candidates: 1) Attempt any Five questions. 2) All questions carry equal marks. 3) Figures to the right indicate full marks. Q1. Discuss what is Human Resource Management and explain the difference between Personnel Management and ... 15/12/2021 - Play our interesting quiz that is designed to test your knowledge about principles of management. So, if you think you have a good understanding of the principles of management, then you must take this quiz. Principles of management is a complex topic that has many different aspects that should be considered so as to ensure that the objectives set out by ... While both human resource management (HRM) and HRD are related to a company's human resources, there are a number of key differences: HRM is maintenance-oriented and focused on administrative tasks like payroll and managing employee files, while HRD is learning-oriented and focused on improving employee performance.

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