

Final Exam questions on HR management.

1. Define what is meant by HR management.
2. Describe the relationship between HR management and productivity/organizational success.
3. Describe and explain the process of recruitment.
4. Compare the different methods of recruitment, and ways of evaluating them.
5. Compare the effectiveness of different methods of selection and make recommendations as to when they should be used.
6. Name three main criteria by which recruitment process is typically assessed.
7. Explain what job analysis is and why it is usually conducted.
8. Explain what is job design, list its types.
9. Explain interview as a method of selection. Assess its effectiveness to predict job performance.
10. Describe a structured interview. Why is it used?
11. Give examples and explain possible biases during interview.
12. What is an assessment centre?
13. Describe the training cycle and outline the issues that need to be taken into account concerning the implementation of training programmes.
14. Describe organisational citizenship behaviour (OCB) and its antecedents.
15. Define organisational commitment and explore its antecedents.
16. Explain the difference between 'task performance' and 'contextual performance'
17. Define each and distinguish between intrinsic and extrinsic reward.
18. Identify organisational approaches to the selection of pay systems.
19. Discuss different motivation theories and how they have been used to study pay and reward.
20. Describe pay schemes which link pay to individual performance.
21. Describe pay schemes which link pay to group performance.
22. Define and describe pay system problems.
23. What factors should be taken into account when selecting a pay system?
24. Explain the three main elements of Vroom's Expectancy Theory.
25. What did Herzberg mean by 'motivators' and 'hygiene factors'?
26. Define and distinguish between performance appraisal and performance management. Set out the main management objectives which underpin the use of performance appraisal and management
27. Define and distinguish between performance appraisal and performance Management. Describe the different ways of setting performance measures for appraisal purposes.
28. List the range of different people who can carry out the appraisal and list advantages and disadvantages of each appraisal based on its source.

29. Define Performance Appraisal. Define process of employee termination. List tips for Delivering Negative Feedback and Terminating employee.
30. Describe the preferable environment for providing the feedback (share the best practices) and explain each.
31. Describe and list purposes of judgmental appraisal vs developmental appraisal.
32. List number of different techniques used to assess employee performance. Explain each.
33. Describe what is meant by the term 'job enlargement'. Define key ideas of Taylor's scientific approach. Describe to what extent job enlargement initiatives proved effective in overcoming the problems generated by Taylor's ideas.
34. What are the five core job characteristics in Hackman and Oldham's model? What influences the job characteristics?
35. Outline Meredith Belbin's theory on team roles and say how it could influence the success of a work team.
36. Define Taylorism. Outline why Herzberg might have had better ideas about job design than Taylor.
37. Define leadership. Describe leadership competencies, explain on importance of each.
38. Define leadership and its types. Describe and explain challenges of becoming a leader.
39. Define and describe organizational culture. Discuss 7 dimensions of organizational culture.
40. Define and describe organizational culture. Explain its impact and influence into overall company organizational outcomes.
41. Describe A Model of Ethical Behavior in the Workplace. Assume you are a manager. Explain how would you manage your employee's ethical behavior.
42. Define what succession management is. Explain its importance, challenges and define best practices of succession management.
43. Define HR Information systems. Describe data management protection approaches.
44. Describe how Big data /Data analytics is used in HR. Give examples.
45. Explain what is meant by the terms 'HR strategy' and 'high performance work system'/'high commitment work system'. Explain whether there is one best strategy.
46. Explain what is meant by the terms 'HR strategy'. Describe what factors/elements must be at the heart of an HR strategy.
47. Explain what is equal opportunities and diversity at work. Why organisations might agree to change their policies to become more diverse.

48. Explain what is equal opportunities and diversity at work. Describe the ways in which sound equal opportunities policies can make good business sense, and list the limitations of the 'business case' for equal opportunities.
49. Define HR strategy. Discuss growing importance of HR strategies across several perspectives.
50. Explain how the wish for HR flexibility can create problems for high commitment HR strategies.
51. Define HR strategy. Discuss how and why are HR strategies changing in modern organisations? List main causes.
52. What are the main elements of an HR strategy? Discuss whether an HR strategy can be a source of competitive advantage for an organization
53. Define and describe HR Strategy. Explain what is meant by the term 'high commitment work practices', list and describe its elements.
54. Discuss the ways in which women experience disadvantage in the labour market, with regard to pay issues, and horizontal and vertical segregation.
55. Discuss the ways in which women experience disadvantage in the labour market. Define horizontal and vertical segregation and their causes.
56. Discuss how creating diverse workforce can make a good business sense.
57. Describe and explain the disadvantaged position faced by women in the workplace and labor market.
58. Define leadership and describe key leadership types. Explain why it is important to determine leadership competencies in companies, list and describe their usage.
59. Define leadership and succession management. Describe leadership development process.
60. Define leadership. Explain talent-discovering process and describe HI-PO identification criteria.
61. Give definition to leadership and describe key leadership types. Describe transformational leadership, its competencies and its 4 elements
62. Define leadership. Explain Building Blocks of Leadership Development.
63. Define leadership. Describe Leadership development model (process).
64. Define organizational culture. Describe Model of Ethical Behavior in the workplace.
65. Define organizational culture. List and explain each essence of any Organization's Culture.
66. Define organizational culture. Assume you are an HR Manager of a big company. How would you ensure certain type of organizational culture is embedded in the organization?
67. Define organizational culture. List and explain Layers of Organizational Culture

68. Describe specifics of ethical culture. List General (and Universal) Ethical Principles
69. Define organizational culture. Describe layers of organizational culture.
70. Give definition of organizational culture. List steps of individual ethical decision-making process. Provide examples from quick ethics test.
71. Describe the meaning of Occupational safety. Health, safety and wellness programs. Explain how wellness programs can benefit employers.
72. Describe the meaning of Occupational safety. Health, safety and wellness programs. Define presenteeism and absenteeism.
73. Describe the meaning of Occupational safety. Health, safety and wellness programs. Lists some of duties employee have on duties Involving Occupational Safety according to Labor Code of Azerbaijan?
74. Describe the meaning of Occupational safety. Health, safety and wellness programs. How can organizations promote a safe workplace? Please give examples.
75. Describe the meaning of Occupational safety. Health, safety and wellness programs. What is the business case for maintaining and promoting a safe workplace?