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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 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

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Choice Questions and Answers (MCQs) Arshad Iqbal,2020-04-14 Human Resource Management MCQs Multiple Choice Questions and Answers Quiz Tests with Answer Keys provides mock tests for competitive exams to solve 763 MCQs Human Resource Management MCQ with answers helps with theoretical conceptual and analytical study for self assessment career tests This book can help to learn and practice Human Resource Management quizzes as a quick study guide for placement test preparation Human Resource Management Multiple Choice Questions and Answers MCQs is a revision guide with a collection of trivia quiz questions and answers on topics benefits and services coaching careers and talent management employee testing and selection establishing strategic pay plans ethics justice and fair treatment human resource planning and recruiting interviewing candidates introduction human resource management job analysis labor relations and collective bargaining managers role in strategic HRM managing global human resources pay for performance and financial incentives performance management and appraisal training and developing employees to enhance teaching and learning Human Resource Management Quiz Questions and Answers also covers the syllabus of many competitive papers for admission exams of different universities from business administration textbooks on chapters Benefits and Services Multiple Choice Questions 24 MCQs Coaching Careers and Talent Management Multiple Choice Questions 203 MCQs Employee Testing and Selection Multiple Choice Questions 23 MCQs Establishing Strategic Pay Plans Multiple Choice Questions 114 MCQs Ethics Justice and Fair Treatment Multiple Choice Questions 17 MCQs Human Resource Planning and Recruiting Multiple Choice Questions 8 MCQs Interviewing candidates Multiple Choice Questions 12 MCQs Introduction to Human Resource Management Multiple Choice Questions 33 MCQs Job Analysis Multiple Choice Questions 22 MCQs Labor Relations and Collective Bargaining Multiple Choice Questions 31 MCQs Managers Role in Strategic HRM Multiple Choice Questions 70 MCQs Managing Global Human Resources Multiple Choice Questions 13 MCQs Pay for Performance and Financial Incentives Multiple Choice

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