SCHOOL OF MANAGEMENT STUDIES

GIET UNIVERSITY, ODISHA, GUNUPUR

FAQ OF HR ANALYTICS

1. What is HR Analytics?
2. How is HR Analytics different from HR metrics?
3. Why is HR Analytics important for business decision-making?
4. What are the stages in the evolution of HR Analytics?
5. What are descriptive, predictive, and prescriptive analytics in HR?
6. What is the HR Analytics analytical pyramid?
7. What are the common pitfalls of HR Analytics?
8. What ethical issues are involved in HR Analytics?
9. What are the major data sources used in HR Analytics?
10. What is the role of HRIS/HRMS in HR Analytics?
11. Explain the LAMP framework in HR Analytics.
12. What is the HCM:21 model?
13. What types of data are used in HR Analytics?
14. Why is data purification important in HR Analytics?
15. What are staffing metrics in HR Analytics?
16. What are performance and compensation metrics?
17. What is an HR dashboard?
18. How are Excel tools used in HR Analytics?
19. What is data visualization and why is it important in HR?
20. How does HR Analytics link HR outcomes to business results?

SCHOOL OF MANAGEMENT STUDIES

GIET UNIVERSITY, ODISHA, GUNUPUR

FAQ OF STRATEGIC HUMAN RESOURCE MANAGEMENT

1. What is Strategic Human Resource Management?
2. How is traditional HR different from Strategic HRM?
3. Why is HR considered a source of competitive advantage?
4. What are corporate, business, and HR strategies?
5. What barriers exist in implementing Strategic HRM?
6. How is HR strategy integrated with corporate strategy?
7. What are the different approaches to HR strategy integration?
8. Explain the 5-P model of Strategic HRM.
9. What is the role of HR as a strategic partner?
10. How does technology influence Strategic HRM?
11. What is workforce diversity and its strategic importance?
12. What are strategic issues in staffing?
13. Why is performance management important in Strategic HRM?
14. What are strategically oriented compensation systems?
15. What is succession planning?
16. What is a learning organization?
17. How does SHRM address corporate ethics and values?
18. What competencies are required for HR professionals in SHRM?
19. What is HR audit?
20. How does SHRM help sustain competitive advantage?

SCHOOL OF MANAGEMENT STUDIES

GIET UNIVERSITY, ODISHA, GUNUPUR

FAQ OF INDUSTRIAL AND LABOUR LAWS

1. What is industrial relations?
2. What factors affect industrial relations?
3. Why are industrial relations important in organizations?
4. What is collective bargaining?
5. What are the objectives of the International Labour Organization (ILO)?
6. What are the functions of trade unions?
7. What is an industrial dispute?
8. What is the scope of the Industrial Disputes Act, 1947?
9. Differentiate between layoff, retrenchment, and closure.
10. What is the difference between strike and lockout?
11. What is the role of conciliation in dispute settlement?
12. What are the functions of Labour Courts and Industrial Tribunals?
13. What is arbitration in industrial disputes?
14. What are the key provisions of the Factories Act, 1948?
15. What is the Payment of Wages Act, 1936?
16. What is the Minimum Wages Act, 1948?
17. What is the Payment of Bonus Act, 1965?
18. What is the Workmen's Compensation Act, 1923?
19. What is the Employees' Provident Fund Act, 1952?
20. What is the Payment of Gratuity Act, 1972?

SCHOOL OF MANAGEMENT STUDIES

GIET UNIVERSITY, ODISHA, GUNUPUR

FAQ OF COMPENSATION & BENEFITS MANAGEMENT

1. What is compensation management?
2. What are the objectives of compensation management?
3. What is the difference between wages and salary?
4. Explain the concept of CTC.
5. What are minimum, fair, and living wages?
6. What is real wage and nominal wage?
7. What are wage theories?
8. What are the components of wage structure?
9. What is Dearness Allowance (DA)?
10. What is Variable Dearness Allowance (VDA)?
11. What are fringe benefits?
12. What is executive remuneration?
13. Why are executives paid higher compensation?
14. What factors influence CEO compensation?
15. What is broad banding in wage structure?
16. What are wage differentials?
17. What factors influence wage determination?
18. What are methods of wage fixation?
19. What is the role of collective bargaining in wage fixation?
20. What challenges do MNCs face in compensation management?

SCHOOL OF MANAGEMENT STUDIES

GIET UNIVERSITY, ODISHA, GUNUPUR

FAQ OF ADVANCED MANPOWER PLANNING

1. What do you mean by advanced manpower planning?
2. Why is manpower planning critical for long-term organizational success?
3. How does manpower planning support business strategy?
4. How is advanced manpower planning different from traditional workforce planning?
5. What role does manpower planning play in cost control?
6. What factors should be considered while preparing a manpower plan?
7. How do you align manpower planning with organizational objectives?
8. What challenges do organizations face in manpower planning?
9. How does manpower planning help in improving productivity?
10. What is the role of HR in advanced manpower planning?
11. What is manpower forecasting and why is it important?
12. What are the major techniques used in manpower forecasting?
13. When would you use qualitative forecasting over quantitative forecasting?
14. How does trend analysis help in manpower forecasting?
15. What is workload analysis and how is it applied?
16. How does the Delphi technique help in manpower planning decisions?
17. What are the limitations of manpower forecasting?
18. How do inaccurate forecasts affect organizational performance?
19. What is flexible workforce planning?
20. How does outsourcing affect manpower planning decisions?
21. What ethical issues are involved in manpower planning?
22. How does manpower planning support talent management?
23. How does manpower planning help reduce employee turnover?
24. What is the future of manpower planning in digital organizations?
25. How would you design a manpower plan for a growing company?
26. How would you revise manpower planning during an economic slowdown?

SCHOOL OF MANAGEMENT STUDIES

GIET UNIVERSITY, ODISHA, GUNUPUR

FAQ OF ORGANIZATIONAL DEVELOPMENT AND CHANGE

1. How is Organizational Development different from traditional HR practices?
2. Why is Organizational Development important for modern organizations?
3. What are the key objectives of Organizational Development?
4. What are the basic characteristics of Organizational Development?
5. How does Organizational Development improve organizational effectiveness?
6. What is the role of top management in Organizational Development?
7. What competencies are required for an OD practitioner?
8. How does Organizational Development support long-term sustainability?
9. What are the limitations of Organizational Development?
10. What are the internal and external forces of change?
11. How does technology drive organizational change?
12. What is planned change?
13. What is unplanned change?
14. How do globalization and competition influence change?
15. What is the relationship between organizational culture and change?
16. Why do employees resist organizational change?
17. How can resistance to change be managed effectively?
18. What are OD interventions?
19. What is the purpose of OD interventions?
20. What are human process interventions?
21. What is team building as an OD intervention?
22. How does job redesign support Organizational Development?
23. How do OD interventions improve employee engagement?
24. How does Organizational Development support business strategy?
25. What role does leadership play in managing change?
26. How does communication affect the success of change programs?
27. How does Organizational Development help in managing mergers and acquisitions?
28. What is the role of HR in Organizational Development and Change?
29. How does employee involvement contribute to successful change?
30. What ethical issues arise during organizational change?
31. How can OD help organizations adapt to digital transformation?
32. What are the emerging trends in Organizational Development?

SCHOOL OF MANAGEMENT STUDIES

GIET UNIVERSITY, ODISHA, GUNUPUR

FAQ OF PERFORMANCE MANAGEMENT SYSTEM

1. How would you handle employee resistance to PMS?
2. How would you manage poor performance of a high-potential employee?
3. How would you redesign PMS in a fast-growing organization?
4. If employees feel PMS is biased, what corrective actions would you take?
5. How does PMS support talent management?
6. What role does technology play in Performance Management?
7. How do HR analytics support PMS decisions?
8. How does PMS work in remote or hybrid work environments?
9. What challenges do organizations face in implementing PMS?
10. How can PMS be aligned with organizational culture?
11. What ethical issues arise in performance management?
12. How do you measure the effectiveness of a PMS?
13. How can PMS ensure fairness and transparency?
14. What is forced ranking and why is it controversial?
15. How does PMS support succession planning?
16. What is the difference between feedback and appraisal?
17. How does PMS improve employee engagement?
18. How should underperformance be addressed?
19. What is continuous performance evaluation?
20. What are the advantages of multi-rater appraisal systems?
21. What are the common appraisal errors?
22. How can bias be reduced in performance appraisal?