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Negotiation ability is an important part of manager's job. What kinds of negotiation skills are essential for a manager?

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What do you know about 'Stress-prone employees'?

Answer ([Please click here to Add Answer](#))

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Stress is the body's nonspecific reaction to any demand made on it. For various reasons, programs dealing with stress and its related problems are becoming increasingly popular. Long-term productivity depends largely on the dedication and commitment of the company's employees. Employees are increasingly holding their employers liable for emotional problems they claim are work related. And, stress-related mental disorders have become the fastest-growing occupational disease. There is increasing evidence indicating that severe, prolonged stress is related to the diseases that are leading causes of death—coronary heart disease, stroke, hypertension, cancer, emphysema, diabetes, and cirrhosis; stress may even lead to suicide. Some signs that may indicate problems include impaired judgment and effectiveness, rigid behavior, more absences, emerging addictive behaviors, lowered self-esteem, and

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Mention any three reasons of failure of international assignments and also give its remedies.

Answer ([Please click here to Add Answer](#))

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Why International Assignments End in Failure:--

The failure, expatriates is estimated to be in the 20 to 40 percent range. Six factors account for most failures.

- 1. Career blockage**
- 2. Culture shock**
- 3. Lack of pre-departure cross-cultural training**
- 4. Overemphasis on technical qualifications**
- 5. Getting rid of a troublesome employee**
- 6. Family problems**

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What are the criteria that make the leaders & managers similar to each other?

Answer ([Please click here to Add Answer](#))

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There are some points by which leaders and manager become similar to each others:.

- 1. Both leader and manager interact and motivate their subordinates.**
- 2. Both leader and manager have power over their subordinates.**
- 3. Leaders work for achieving the desire strategic goals while managers also work for getting their goals.**
- 4. Both works in organizations. Both are responsible for their subordinates and people.**

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Explain the measures that can be taken to enhance the effectiveness of organizational discipline.

Answer ([Please click here to Add Answer](#))

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While hiring few organizations prefer internal recruitment but some refuse this mode of recruitment. List down the reasons for which internal recruitment is preferred and rejected.

Answer ([Please click here to Add Answer](#))

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• **Advantages of Internal Recruitment:**

1. Provides greater motivation for good performance.
2. Provides greater opportunities for present employees
3. Provides better opportunity to assess abilities
4. Improves morale and organizational loyalty
5. Enables employees to perform the new job with little lost time

• **Disadvantages of Internal Recruitment:**

1. Creates a narrowing thinking and stale ideas
2. Creates pressures to compete
3. Creates homogeneous workforce
4. Chances to miss good outside talent Requires strong manage to train for technology.

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Being a student, identify the major stressors in your life. Are they effecting your educational goals, positively or negatively?

Answer ([Please click here to Add Answer](#))

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The human resource department of an automobile assembling company is introducing the performance appraisal system. The crucial point is to decide the basis on which performance should be measured. There are three different points of views; it should be trait based, behavior based or result based system. Which system is better and why?

Answer ([Please click here to Add Answer](#))

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“'Burnout' is a negative behavioral aspect of employees”. Elaborate this statement.

Answer ([Please click here to Add Answer](#))

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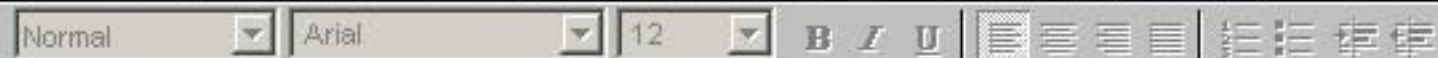
Burnout is a pattern of emotional, physical, and mental exhaustion in response to chronic job stressors. It is an incapacitating condition in which individuals lose a sense of the basic purpose and fulfillment of their work. Burnout has been described as a state of fatigue or frustration that stems from devotion to a cause, way of life, or relationship that did not provide the expected reward. It is often found in a midlife or mid-career crisis, but it can happen at different times to different people. Individuals in the helping professions such as teachers and counselors seem to be susceptible to burnout, whereas others may be vulnerable because of their upbringing, expectations, or their personalities. Burnout is frequently associated with people whose jobs require close relationships with others under stressful and tension-filled conditions. The dangerous part of burnout is that it is contagious. A highly cynical and pessimistic burnout victim can quickly transform an entire group into burnouts. It is important to deal with it quickly; once it has begun, it is difficult to reverse.

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All people know that our politic leaders never fulfill all the promises which they made during election campaigns but still they succeed. Why?

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Being a student, what type of recognition would be motivational for you? How do you know?

Answer ([Please click here to Add Answer](#))

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Recognition—Its purpose is to identify the union that is recognized as the bargaining representative and to describe the bargaining unit.

further write according to your point of view keeping in mind the defination.

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State the difference between consultant & specialist. Explain with an example.

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Answer ([Please click here to Add Answer](#))



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Specialist may be a human resource executive, manager, or non-manager who typically is concerned with only one of the functional areas of human resource management.

consultants can provide a learning environment in which workers can gain practical skills for working in teams.

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Suppose you are working in a manufacturing firm, would you like to join the union or not. What arguments do you give in favor or against joining union?

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What type of gains & losses can be associated with the 'piecework-pay plan'?

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Answer ([Please click here to Add Answer](#))



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“HR functions are interrelated to each other”. Do you agree or disagree? Support your answer with an example.

Answer ([Please click here to Add Answer](#))

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Why do employers need to evaluate employees? Why it is important to keep a written record of a performance evaluation?

Answer ([Please click here to Add Answer](#))

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What are the measures one should take to overcome the problem of “Do Only What You Get Paid for” Syndrome?

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Answer ([Please click here to Add Answer](#))



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Mention any three reasons of failure of international assignments and also give its remedies.

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Answer ([Please click here to Add Answer](#))



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People working in a paint manufacturing plant are required to wear worker uniform, long shoes, hard hat, and safety glasses, but one of the workers does not wear all these things. When his boss inquired him on this matter, he replied that he does not like to wear them and there had been no accident took place for the last 15 years on the job; therefore there is no need of it.

The argument given by worker is valid or disciplinary action should be taken against him?

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Answer ([Please click here to Add Answer](#))



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Why companies hire individuals on frequent basis?

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Answer ([Please click here to Add Answer](#))



A rich text editor toolbar containing various icons for file operations (New, Open, Save, Print, Find), editing (Cut, Copy, Paste, Undo, Redo), and formatting (Bold, Italic, Underline, Bulleted List, Numbered List, Indent, Outdent, Decrease Indent, Increase Indent). A zoom level dropdown is set to 100%.

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Discuss the roles of tactical, operational & strategic managers with the help of hierarchical diagram.

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Answer ([Please click here to Add Answer](#))



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Labor unions are considered as representative of employees but some organizations do not have labor union even then they have very good employee-management relationships. Analyze the factors that minimize the need of labor union in an organization.

Answer ([Please click here to Add Answer](#))

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Suppose you are designing a job evaluation plan by using job ranking method for a small business firm consisting of 25 jobs. You are required to mention, who will be responsible for conducting it and what procedure will be adopted to ensure successful implementation?

Answer ([Please click here to Add Answer](#))

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Suppose you are running a business and need to fill vacancies of both permanent and contingent workers. For each job, write a complete compensation package that outlines monetary and non monetary benefits.

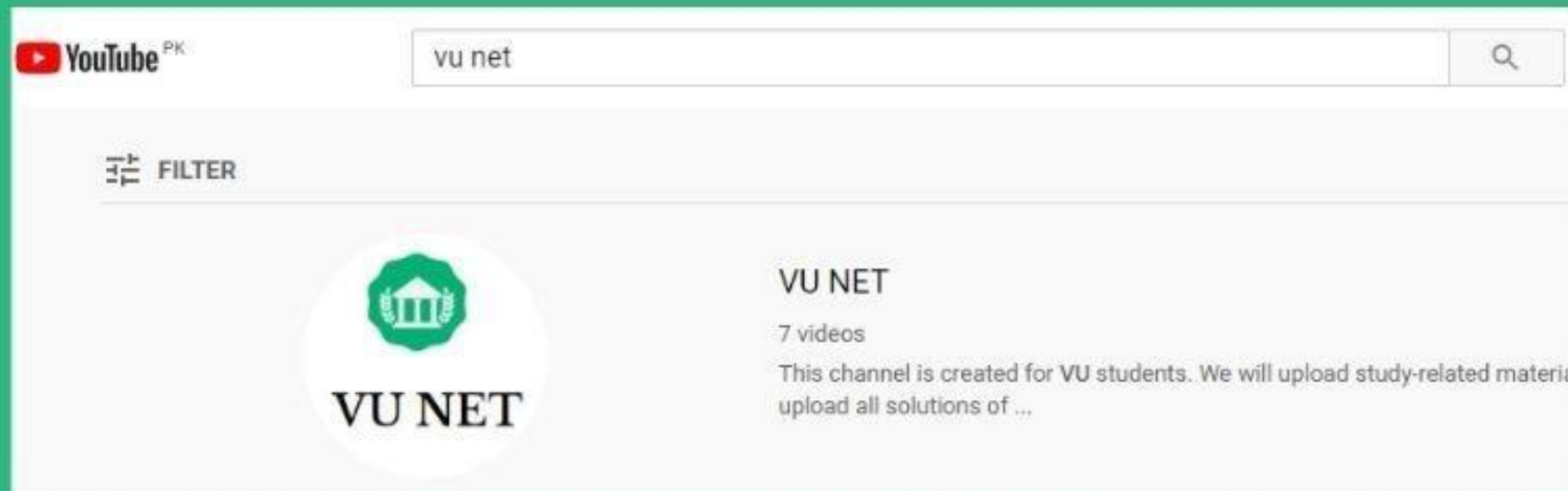
Answer ([Please click here to Add Answer](#))

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