

404- Current Trends & Cases in Human Resource Management

1. What is the definition of HR Trends?

- a) Fluctuations in employee turnover rates
- b) Long-term patterns in human resource management practices
- c) Annual performance appraisal cycles
- d) Short-term changes in workplace culture

Answer: b) Long-term patterns in human resource management practices

2. What has been a major cause of transformation and evolution in HR Trends since 2015?

- a) Global economic recession
- b) Technological advancements
- c) Government regulations
- d) Shifts in consumer behavior

Answer: b) Technological advancements

3. How has digital disruption impacted HR Trends?

- a) It has led to a decrease in remote work opportunities
- b) It has increased the demand for traditional HR practices
- c) It has transformed recruitment processes and employee engagement strategies

d) It has minimized the need for employee feedback

Answer: c) It has transformed recruitment processes and employee engagement strategies

4. Which technological intervention has been widely used in recruitment processes?

a) Virtual reality

b) Artificial intelligence

c) Augmented reality

d) Blockchain technology

Answer: b) Artificial intelligence

5. What is the primary purpose of employee experience platforms?

a) To track employee attendance

b) To monitor employee performance

c) To enhance the overall employee experience within an organization

d) To enforce workplace safety regulations

Answer: c) To enhance the overall employee experience within an organization

6. Which HRM priority focuses on ensuring equality and fairness in compensation?

a) Providing mentorship

b) Establishing gender parity and pay equality

c) Catering to employee expectations

d) Decentralizing work sites

Answer: b) Establishing gender parity and pay equality

7. How can organizations promote family work-life balance?

a) By increasing working hours

b) By offering flexible work arrangements

c) By reducing employee benefits

d) By enforcing strict deadlines

Answer: b) By offering flexible work arrangements

8. How can HR functions be enhanced through current HR trends?

a) By neglecting employee engagement

b) By decreasing focus on organizational culture

c) By implementing digital HR solutions

d) By reducing investment in employee training

Answer: c) By implementing digital HR solutions

9. Which case in HRM focuses on the impact of automation on recruitment processes?

a) Automation and Recruitment

b) Technology-enabled Employee Training and Development

c) Employee Experience, Engagement, and Evaluation through Technology

d) Digital Human Resource Planning & Management

e) Tech Tools in Organizational Culture and Effectiveness

Answer: a) Automation and Recruitment

10. What is the objective of technology-enabled employee training and development?

a) To decrease employee productivity

b) To improve employee skills and knowledge

c) To reduce employee engagement

d) To increase employee turnover

Answer: b) To improve employee skills and knowledge