

Chapter 6 – Staffing

Question 1

Why is 'employment interview' conducted in the process of selection?

Answer: The primary purpose of the employee interview is to assess the applicant's feasibility for the designation by seeking from him or her and to check whether the person is suitable for the job post.

Question 2

'Staffing makes for higher performance by putting the right person on the right job'. Is this statement true or false?

Answer: True

Question 3

Why is Aptitude test conducted in the process of selection?

Answer: In order to measure and scale the applicant's potential for learning a skill, an aptitude test is conducted.

Question 4

What is the next step of selection?

Answer: Placement and Orientation.

Question 5

The current day human resource management is a broader concept. Explain.

Answer: The current day human resource management involves:

- Assists in accomplishing the goals that are set by the establishment along with achieving the personal goals
- The utilisation of the employees' skill sets in an efficient manner
- Enhance job satisfaction of the employees

Question 6

What are the benefits of employee training?

Answer: Benefits to the organisation:

- **Economic operations:** Trained resources utilise the obtainable resources in an effective and an efficient manner

- **Increases productivity:** It certainly enhances the quality and the quantity of the production

Benefits to the employees:

- **Acquisition of new skill sets:** A trained resource certainly acquires new skills
- **Higher earnings:** These trained resources can certainly perform better and hereby earn more superiors at the work environment