**FERGANA POLYTECHNIC INSTITUTE**

**“MANAGEMENT” DEPARTMENT**

**FINAL CONTROL QUESTIONS FROM THE DISCIPLINE**

**"HR MANAGEMENT"**

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1. What is the importance of HR Management in the era of market economy?

2. What are the characteristics of HR?

3. Show the stages of HR.

4. Explain the concept of personnel.

5. Classify personnel.

6. Explain the difference between human resources and personnel.

7. What do you mean by personnel policy?

8. Explain the choice model of management policy?

9. Describe the process of formation and development of labor resources.

10. What is the essence of the labor market?

11. Describe the characteristics of the modern labor market.

12. What is the structure of the labor market?

13. What is the current labor market trend?

14. What do you understand by social market economy?

15. What are the main powers of trade unions?

16. What are the main goals of the development concept of the labor market of the Republic of Uzbekistan?

17. What do you understand by additional benefits in addition to salary?

18. How are wage distribution relations organized in developed countries?

19. What do you mean by professional task analysis?

20. What is a job description and what does it cover?

21. What methods of information are used in recruiting and selecting personnel?

22. What are the methods of recruiting, selecting and hiring personnel?

23. What do you mean by career orientation and adaptation in the team?

24. How is the personnel reserve formed?

25. What are the techniques of business success?

26. What are the basic requirements for personnel training and development?

27. What is the impact of personnel training and skill development on the enterprise?

28. How to ensure the effectiveness of training programs

29. Career concept and stages

30. Service career management

31. System of promotion in terms of service and profession

32. What is the essence of the theory of motivation?

33. Classical theories of motivation can be divided into what groups?

34. What is the theory of hygienic factors?

35. What is expectancy theory?

36. What is the essence of theories "X", "Y", "Z"?

37. What are the current motivational problems?

38. What are the requirements for employees?

39. What are the motivational problems?

40. What is leadership motivation and style?

41. What do you understand by management styles?

42. What is covered in the manager's code?

43. Explain the concept of joint management?

44. What are the means of management?

45. Explain the negative and positive aspects of leadership styles?

46. Tell the difference between the democratic management method and the liberal management method?

47. What management method should be used by a newly formed enterprise?

48. What should a modern leader be like?

49. What should a modern Uzbek leader be like?

50. Basic concepts of innovation in personnel system

51. The essence of personnel news and their classification

52. The concept of innovative personnel management and its main goals

53. Reasonable provision of news in personnel work

54. Interpersonal relations in the organization of labor relations and its general laws

55. Greeting, presentation and appearance of a business person.

56. Business interview and telephone etiquette

57. Rules for criticizing and accepting criticism

58. 61.. Fundamentals of public speaking

59. Disputes and their management

60. The essence, goals and tasks of organizing the training of management personnel.

61. Manager's working time and its use

62. Theory of personality behavior

63. Behavior of a person in groups

64. Group effectiveness

65. Justification of personal labor activity.

66. What is the activity of personnel management centers?

67. The "human factor" in the USA and its specific features of development?

68. What is the "Japanese management" system and its special features?

69. What is the role of rotation in the career growth of personnel in Japanese companies?

70. The main differences between western and eastern management?

71. What is in-house training?

72. What kind of motivation system is used in Japanese companies?

73. What is the organization of personnel services in the case of a large corporation?

74. List the personnel evaluation methods and describe them.

75. Conduct a comparative analysis of Herzberg's two-factor theory and D. McGregor's "X,Y,Z" theories.

76. Explain how culture affects personnel management and the factors affecting it.

77. Explain the conditions for the effectiveness of open and closed personnel policies.

78. List and explain the methods of recruitment and selection of personnel for the enterprise.

79. Explain the model "close connection between enterprise strategy and personnel management strategy" and make a table of its advantages and disadvantages.O‘zbekistonda mehnat bozorining zamonaviy hususiyatlari qanday?

80. What are the psychological methods of management focused on? What is the essence of the concepts of stress and conflict?

81. What are the characteristics of personnel policy organization in the Japanese management model?

82. How does McClelland's theory differ from Maslow's and Alderfer's theories?

83. What are the interview procedure, the interviewer's goals and the candidate's goals?

84. What are the characteristics of the Japanese management model? Can the principle of Japanese companies be preserved in the United States?

85. What is the effectiveness of using administrative management methods?

86. Explain the nature of labor resource planning.

87. Who forms the state personnel policy and what is it determined by?

88. What is an incentive? What is the need? Are motivation and incentive essentially the same?

89. Explain the importance of recruiting and hiring personnel in the general management system.

90. What advantages do countries receiving immigrants have?

91. What is the difference between the servants considered in theories "X", "Y", "Z"?

92. What are the characteristics of personnel policy organization in the American management model?

93. Carry out a comparative analysis of McClelland's theory of acquired needs and theories of justice.

94. Tell me about the consequences of hiring an employee who does not meet the requirements.

95. What documents are used in the formation of personnel policy?

96. Conduct a comparative analysis of Maslow's theory of needs and Aldeferer's theories of existence, communication and growth.

97. What is the essence of personnel planning?

98. What did you learn about the activities of managers in the process of recruiting and hiring?

99. What is the purpose of personnel training?

100. Explain the model "Employee is a resource to be maximized" and make a table of advantages and disadvantages of this model (using a graphic organizer - T-scheme).

101. What is the fundamental difference between managers and specialists?

102. What is the system of social guarantees in Japanese companies?

103. What does the concept of "lifetime employment" mean?

104. What are the problems of employee motivation nowadays?

105. What is the HR system? Create its cluster.

106. What characteristics will IRM policy and strategy have in the market economy?

107. Explain the model "Development of organizational culture: common goals, collective values, charismatic leaders, market volatility, control of workers through social means", make a table of its disadvantages and advantages

108. What are the psychological methods of management focused on? What is the essence of the concepts of stress and conflict?

109. List and explain the factors influencing the recruitment and selection of personnel in the enterprise.

110. Who is the leader? Who is the manager? The difference between them.

111. State the basic information for the formation of a personnel management system.

112. What are the psychological methods of management focused on? What is the essence of the concepts of stress and conflict?

113. What needs should be paid attention to when developing a motivation program?

114. How can you help new employees adapt to the organization's working conditions?