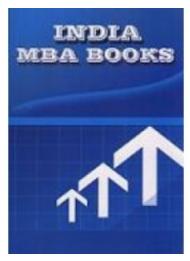
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UNIT II THE CONCEPT OF BEST FIT EMPLOYEE - Importance of Human Resource

Planning – Forecasting human resource requirement – Internal and External sources.

Selection process screening – Tests - Validation – Interview - Medical examination –

Recruitment introduction – Importance – Practices – Socialization benefits.

UNIT III TRAINING AND EXECUTIVE DEVELOPMENT - Types of training methods

purpose benefits resistance. Executive development programmes – Common practices -Benefits – Self development – Knowledge management.

UNIT IV SUSTAINING EMPLOYEE INTEREST - Compensation plan - Reward - Motivation - Theories of motivation - Career management - Development of mentor - Protégé relationships.

UNIT V PERFORMANCE EVALUATION AND CONTROL PROCESS - Method of performance evaluation – Feedback – Industry practices. Promotion, Demotion, Transfer and Separation – Implication of job change. The control process – Importance –

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