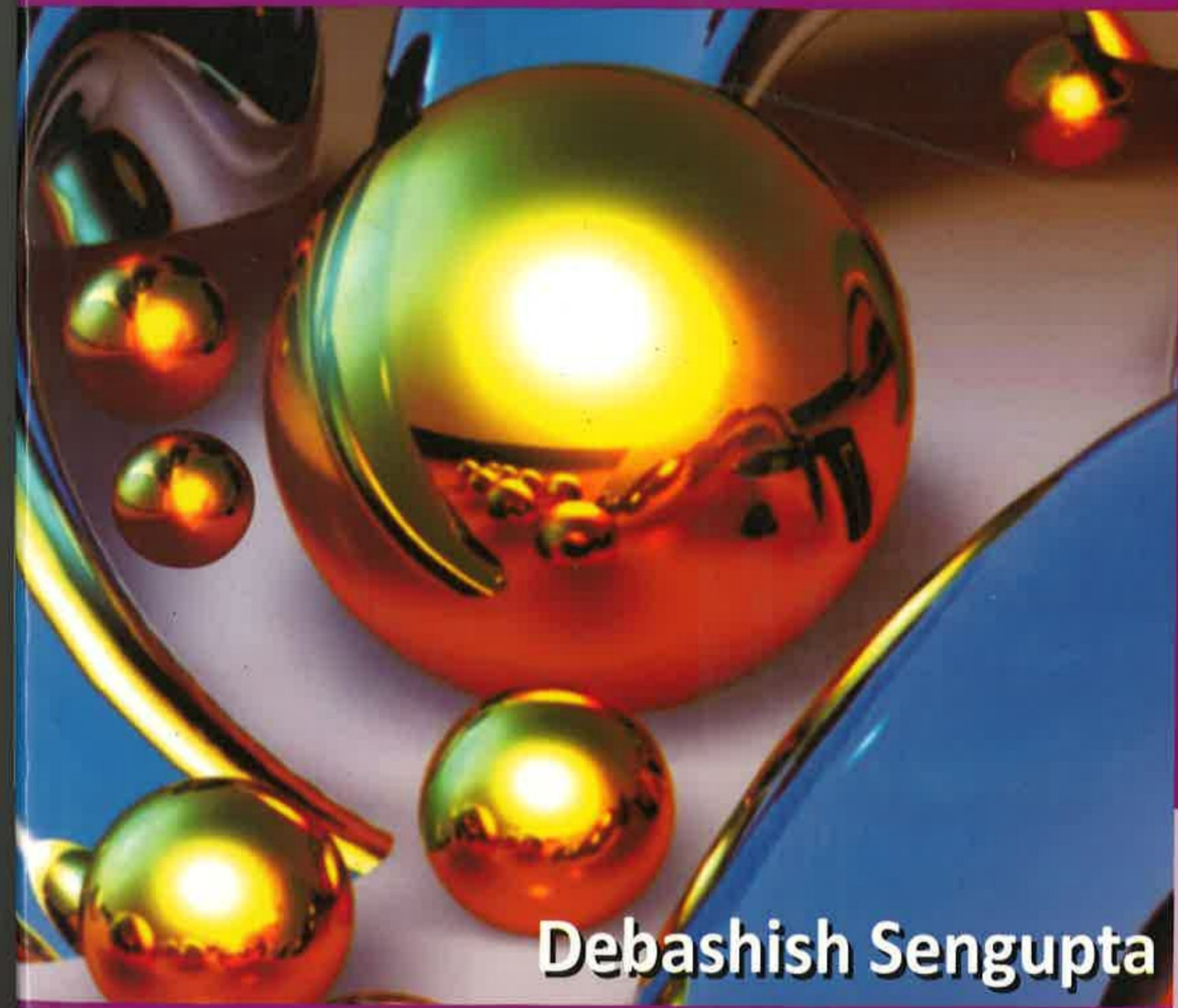


# Human Resource Management



Debashish Sengupta

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*Ideas for Tomorrow!*

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**Dr. Debashish Sengupta**  
Bangalore (India)

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Mean, Mode, and Factor  
Loadings for Hearing Questions  
(121-130)

Question*	Mean Importance	Mode Importance	Mean Frequency	Mode Frequency	Tactics	*Status
Communicate effectively in private conversations with no background noise	4.05	5	4.77	7	.79	H
Understand whispering	3.9	4	4.11	5	.82	L
Hear with moderate background noise	4.04	5	4.9	5	.79	H
Hear verbal warnings with loud noise	4.33	5	3.4	4	.85	H
Hear on phone with moderate noise	3.98	4	5.01	5	.82	H
Monitor radio transmission with moderate noise	4.28	5	5.7	7	.85	H
Communicate in the dark	4.29	5	3.74	5	.82	H
Understand accents/foreign dialects	3.52	3	3.42	4	.72	L
Detect soft sounds	3.99	4	4.05	5	.88	L
Distinguish among sounds	4.12	5	4.36	5	.85	H
Localize sound source	4.01	4	4.61	5	.84	H

\*H = High priority, L = Low priority, R = More research needed,  
N = Questions not meeting criteria.

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# Human Resource Management

## What the Experts say ...

"We are in an age where proliferation of technology has reached overwhelming proportions in the workplace. With social media, online content, and electronic backbones for core business functions such as marketing, corporate collaboration and trans-organization knowledge sharing, it has become akin to distraction at the workplace. At such times, Human Resource Management is far more critical than it has ever been before. Harnessing the power of human capital in an organization is not only a challenge for HR Professionals today, it is also a key determinant for the success of an organization. With Dr. Debashish's deep understanding of the subject, I am certain that the insights brought out in this book will make the seemingly insurmountable challenge of effective human resource management, an easy possibility."

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Chief Operating Officer (COO), Nous Infosystems, Bangalore ([www.nousinfosystems.com](http://www.nousinfosystems.com))

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Chief Cardiothoracic, Surgeon, Vice President and Clinical Director,  
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