

# CBCS SCHEME

MBAHR313



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Third Semester MBA Degree Examination, June/July 2026

## Recruitment and Selection

Time: 3 hrs.

Max. Marks: 100

*Note: 1. Answer any FOUR full questions from Q.No.1 to Q.No.7.*

*2. Question No. 8 is compulsory.*

*3. M : Marks , L: Bloom's level , C: Course outcomes.*

|     |    |                                                                                                 | M  | L  | C   |
|-----|----|-------------------------------------------------------------------------------------------------|----|----|-----|
| Q.1 | a. | Define Recruitment.                                                                             | 3  | L1 | CO1 |
|     | b. | What do you mean by Manpower Planning? Explain the Requisites for Successful Manpower Planning. | 7  | L2 | CO1 |
|     | c. | Discuss the Organisational Best Practices in Recruitment.                                       | 10 | L3 | CO1 |
| Q.2 | a. | What do you mean by Job Redesign?                                                               | 3  | L2 | CO1 |
|     | b. | Analyze the Legal and Ethical Considerations in Recruitment.                                    | 7  | L4 | CO1 |
|     | c. | Who are Millennials? Discuss the types and the key characteristics of Millennials.              | 10 | L3 | CO1 |
| Q.3 | a. | What do you mean by Employer Branding?                                                          | 3  | L2 | CO1 |
|     | b. | Discuss the techniques of Job Design.                                                           | 7  | L3 | CO1 |
|     | c. | Explain the Competency Iceberg Model and its importance.                                        | 10 | L4 | CO1 |
| Q.4 | a. | Write a note on the Online Salary Survey.                                                       | 3  | L2 | CO2 |
|     | b. | Explain the Hay Group-Pioneer in Job Evaluation.                                                | 7  | L2 | CO2 |
|     | c. | What do you mean by Job Evaluation? Explain its Process.                                        | 10 | L2 | CO2 |
| Q.5 | a. | Define Assessment Centre.                                                                       | 3  | L1 | CO3 |
|     | b. | Explain the BEI Process.                                                                        | 7  | L2 | CO3 |
|     | c. | Define interview. Discuss the various types of interviews.                                      | 10 | L3 | CO3 |

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|-----|----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|-----|
| Q.6 | a. | Define Graphology.                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 3  | L1 | CO2 |
|     | b. | Analyse the implications of using Social Media Content in Hiring Decisions.                                                                                                                                                                                                                                                                                                                                                                                                              | 7  | L4 | CO4 |
|     | c. | Explain in detail FIRO-B.                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 10 | L2 | CO2 |
| Q.7 | a. | Define Biodata.                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 3  | L1 | CO4 |
|     | b. | What are Reference Checks? Discuss the purposes and methods of Reference Checks.                                                                                                                                                                                                                                                                                                                                                                                                         | 7  | L3 | CO4 |
|     | c. | Explain the types of Pre-employment Tests.                                                                                                                                                                                                                                                                                                                                                                                                                                               | 10 | L2 | CO4 |
| Q.8 |    | <b>Compulsory Question :</b><br><br>Suma Confectioneries Pvt. Ltd. is a rapidly growing FMCG company known for its premium chocolates and baked snack range. The company plans to expand into new districts and strengthen its market penetration. Due to increased competition and declining regional performance, the company urgently needs an aggressive and dynamic Regional Sales Manager (RSM) to energise the sales force, drive distribution, and improve dealer relationships. |    |    |     |
|     | a. | As an HR manager, decide on your source of recruitment.                                                                                                                                                                                                                                                                                                                                                                                                                                  | 10 | L4 | CO1 |
|     | b. | Design a comprehensive selection process to hire the most suitable candidate for the post.                                                                                                                                                                                                                                                                                                                                                                                               | 10 | L6 | CO3 |

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