USN

Third Semester MBA Degree Examination, Jan./Feb. 2023
Recruitment & 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.*

1 a. Define Recruitment metrics. **(03 Marks)**
   b. Explain the internal and external approaches to recruitment strategy. **(07 Marks)**
   c. Who are Millennials? Discuss the type of Millennials. **(10 Marks)**

2 a. Define Job description. **(03 Marks)**
   b. Explain the competency Ice Berg model and its importance. **(07 Marks)**
   c. Explain the sources of recruitment in detail. **(10 Marks)**

3 a. What are Salary Surveys? **(03 Marks)**
   b. Write short notes on Hay-group-pioneer in Job evaluation. **(07 Marks)**
   c. Explain the job evaluation process. **(10 Marks)**

4 a. Define assessment centres. **(03 Marks)**
   b. Explain BEI process. **(07 Marks)**
   c. Discuss the types of interviewing techniques. **(10 Marks)**

5 a. Define Graphology. **(03 Marks)**
   b. Write the comparison between Birkman method and MBTI. **(07 Marks)**
   c. Explain in detail about FIRO-B. **(10 Marks)**

6 a. What is Biodata? **(03 Marks)**
   b. Explain the implications of using social media content in hiring decisions. **(07 Marks)**
   c. What is the purpose of reference checks? Discuss the methods of reference checks. **(10 Marks)**

7 a. Define Induction. **(03 Marks)**
   b. Explain the overview of hiring process. **(07 Marks)**
   c. Discuss the types of pre-employment tests. **(10 Marks)**

8   CASE STUDY: (compulsory)

Pupu Agarwal is a bright, popular and well informed Electronics engineer who graduated with an engineering degree from the IIT, Delhi in July, 2009. After her graduation, she went out on many job interviews most of which she thought were courteous and reasonably useful in giving both her aim the prospective employer a good impression of where each of them stood on matters of importance to both of them.

It was, therefore with great anticipation that she looked forward to an interview with the one firm in which she most wanted to work, ARS Electronics Ltd. She firmly believed that the best use of her training and skills lay in working for a firm like ARS, where she thought she could have a successful career.

The interview however was a disaster. Pupu walked into a room in which five men, including the president of the company, two vice presidents, the marketing director and another engineer, began throwing questions at her that she felt were aimed primarily at tripping her up rather than finding out what she could offer through her engineering skills. The questions ranged from unnecessarily discourteous to irrelevant like – Are you planning on settling down and starting a family any time soon? Then, after the interview she was interviewed by two of the gentlemen exclusively on her technical expertise. She thought that these later discussions went fairly well. However, given the apparent aimlessness and even mean spiritedness of the panel interviewers, she was astonished when several days later she got a job offer from the firm.

The offer forced her to consider several matters. From her point of view, the job itself was perfect. She liked what she would be doing, the industry and the firm's location. And infact, the president had been quite courteous in subsequent discussions, as had been other members of the management team. She was left wondering whether the panel interview had been intentionally tense to see how she would stand up under pressure and if so, why they would do such a thing.

Questions :

a. Do you think the panel interview reflected a well thought out interview strategy on the part of the firm or carelessness on the part of the firm's management?   **(05 Marks)**
b. What would you do to improve the interview process at ARS Electronics?   **(05 Marks)**
c. What questions would you ask while interviewing candidates for the Job?   **(05 Marks)**
d. Suggest some of the interview techniques which can be implemented.   **(05 Marks)**

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