



CBCS SCHEME

20MBAHR303

Third Semester MBA Degree Examination, June/July 2023 Recruitment and Selection

Time: 3 hrs.

Max. Marks:100

Note: 1. Answer any FOUR full questions from Q.No.1 to 7.
2. Q.No. 8 is compulsory.

- 1 a. What do you mean by Workforce Planning? (03 Marks)
b. Organization work is based on KSAO's. Explain. (07 Marks)
c. Analyze the factors affecting Recruitment. (10 Marks)
- 2 a. Define Job Analysis. (03 Marks)
b. Brief the purpose and uses of Job Analysis. (07 Marks)
c. Explain the Iceberg model and five types of Competency Iceberg model. (10 Marks)
- 3 a. Define Job Evaluation. (03 Marks)
b. Summarize the methods of Job Evaluation. (07 Marks)
c. What are the advantages and disadvantages of Job Evaluation? (10 Marks)
- 4 a. What do you mean by Selection Process? (03 Marks)
b. Examine the strategies for recruitment and selecting generation Y into the workforce. (07 Marks)
c. Brief the factors affecting selection. (10 Marks)
- 5 a. Explain an Employee Testing and Assessment. (03 Marks)
b. What are the benefits of FIRO-B? (07 Marks)
c. Elaborate on MBTI. (10 Marks)
- 6 a. Define Pre-Employment Test. (03 Marks)
b. Explain the types of Selection Tests. (07 Marks)
c. What is the need and purpose of induction? Explain the types of induction. (10 Marks)
- 7 a. Explain the Meaning of Recruitment. (03 Marks)
b. Brief on the key characteristics of Millennials. (07 Marks)
c. Explain Recruitment metrics in detail. (10 Marks)
- 8 Case Study (Compulsory) :

Rajat Sharma has been employed for six months in the accounts section of a large manufacturing company in Faridabad. You have been his supervisor for the past three months. Recently you have been asked by the management to find out the contribution of each employee in the Accounts section and monitor carefully whether they are meeting the standards set by you.

A few days back you have completed your formal investigation and with the exception of Rajat, all seen to be meeting the targets set by you. Along with numerous errors, Rajat's work is characterized by low performance often he does 20 percent less than the other clerk in the department.

As you look into Rajat's performance review sheets again, you begin to wonder whether some sort of remedial training is needed for people like him.

Questions :

- a. As Rajat's supervisor, can you find out whether the poor performance is due to poor training or to some other cause? (05 Marks)
- b. If you find Rajat has been inadequately trained, how do you go about introducing a remedial training programme? (05 Marks)
- c. If he has been with the company six months, what kind of remedial programme would be best? (05 Marks)
- d. Should you supervise him more closely? Can you do this without making it obvious to him and his co-workers? Should you discuss the situation with Rajat? (05 Marks)

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