CBCS SCHEME

22MBAHR303

Third Semester MBA Degree Examination, Dec.2023/Jan.2024
Recruitment and Selection

Time: 3 hrs. Max. Marks: 100

Note: 1. Answer any FOUR full questions, choosing ONE full question from each module.
2. M : Marks , L: Bloom's level , C: Course outcomes.
3. Q.No. 8 is compulsory.

			M	L	C
Q.1	a.	What is Recruitment?	3	L1	CO1
	b.	Describe the best practices in organizational recruitment.	7	L2	CO1
	c.	Explain the different strategies of recruitment.	10	L3	CO2
Q.2	a.	What is employer branding?	3	L1	CO1
	b.	Elaborate on the ICEBERG model.	7	L2	CO2
	c.	Enumerate the sources of external hiring.	10	L3	CO2
Q.3	a.	Define Job evaluation.	3	L1	CO1
	b.	Examine Hay group model in job evaluation.	7	L4	CO4
	c.	Evaluate various steps involved in hiring process.	10	L3	CO3
Q.4	a.	What is structured interview?	3	L1	CO3
	b.	Explain the strategies for recruiting and selection generation Y in to the workforce. .	7	L2	CO3
	c.	Describe the different types of structured interview questions candidates face in an interview with suitable example.	10	L3	CO2
Q.5	a.	What is ability test?	3	L1	CO2
	b.	Analyze various explicit common interview errors and explain.	7	L3	CO4
	c.	Discuss in detail the concept of FIRO-B.	10	L3	CO2

			3	L1	CO4
Q.6	a.	Define reference checking.			
	b.	What are the 5 types of testing methods during an interview? Explain.	7	L2	CO3
	c.	Discuss the various non-interviewing methods.	10	L3	CO3
			3	L1	CO2
Q.7	a.	Define Job description.			
	b.	Discuss the implications of using social media content in hiring decisions.	7	L2	CO2
	c.	Describe the different types of background verification for new hires.	10	L3	CO2
Q.8		**CASE STUDY (Compulsory)** Star Restaurants is in need of regional marketing manager for expansion of its business across India. Questions			
	a.	As a HR manager decide the sources of hiring.	10	L5	CO4
	b.	Design and draft a accurate selection process to hire the most suitable candidate.	10	L4	CO3

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