USN

Third Semester MBA Degree Examination, June/July 2025
Recruitment and Selection

Time: 3 hrs.

Max. Marks: 100
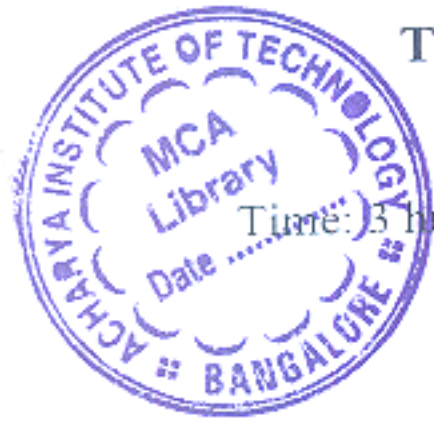
Note: 1. *Answer any FOUR full questions from Q.No.1 to Q.No.7.*
2. *Question No. 8 is compulsory.*
3. *M : Marks , L: Bloom's level , C: Course outcomes.*

			M	L	C
Q.1	a.	Define Recruitment.	03	L1	CO1
	b.	Explain the key characteristics of Millennials.	07	L2	CO1
	c.	Describe the factors affecting recruitment in detail.	10	L3	CO1
Q.2	a.	Outline the meaning of job analysis.	03	L1	CO2
	b.	Explain the Ice Berg Model.	07	L2	CO2
	c.	Briefly explain sources of recruitment with an example.	10	L4	CO2
Q.3	a.	Define Job Evaluation.	03	L1	CO2
	b.	Brief about Job Evaluation Process Model.	07	L2	CO2
	c.	Elaborate various methods of job evaluation.	10	L4	CO2
Q.4	a.	Define Selection.	03	L1	CO3
	b.	Illustrate the selection process while selecting the candidates.	07	L3	CO3
	c.	Differentiate between recruitment and selection.	10	L4	CO3
Q.5	a.	What is Personality Assessment.	03	L1	CO3
	b.	Explain five factor personality trait model.	07	L2	CO3
	c.	Describe Birkman method and MBTI.	10	L4	CO3
Q.6	a.	Define Bio-data.	03	L1	CO4
	b.	Classify and explain the types of selection tests.	07	L3	CO4
	c.	Brief about advantages and disadvantages of bio data.	10	L3	CO4
Q.7	a.	Outline the meaning recruitment metrics.	03	L1	CO1
	b.	Explain the types of Millennials.	07	L3	CO4
	c.	Evaluate sources of bad recruitment?	10	L4	CO1

Q.8		CASE STUDY			

Reena has recently been transferred to her organization personal department at a level senior enough for her to take immediate responsibility for the recruitment of clerks for their branch office. Since Reena has never done recruitment interviews before, she asked for advice from her colleague Arthi an experienced member of personal staff. She wanted guidance on the sort of questions to be asked to obtain information from the candidates. Arthi made Reena to learn all the techniques of interviewing by making Reena to sit with her interviewing candidates for recruitment.

Reena sat in on the interview along with Arthi and she was very much impressed by the way. Arthi went through in a college and efficient manner. Reena however did not know how to prepare properly in conducting selection interviews, due to personal department staff shortages, she was asked to conduct five interviews in day to recruit grade one clerks. Reena could not conduct recruitment interviews with confidence and prefer to say with Arthi to see her conducting interviews and requested for more exposure by training in recruitment.

Arthi assured Reena to help systematically during next day or two letting her sit along with her, by arranging training on recruitment and also providing methodical short term advice.

	a.	What short term advice would you give to that Reena can prepare to perform more effectively next week?	10	L4	CO1
	b.	Briefly describe how you would train Reena properly for the job of recruitment interviewing.	10	L4	CO1

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