

CBCS SCHEME

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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

Q.6	a.	Define reference checking.	3	L1	CO4
	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
Q.7	a.	Define Job description.	3	L1	CO2
	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
