USN

Internal Assessment Test - I

Sub:	Direct Taxation					Code:		18MBAFM303
Date:	18/9/2019	Duration:	60 mins	Max Marks:	50	Sem:	III	Branch:	MBA

			Marks	OBE	
				CO	RBT

Part A - Answer all the questions (15* 1 = 15 marks)

		Marks	CO	RBT
1	1. How many types of recruitment needs are there? 1 2 3 4		1	2
2	2._____ Need arises from change in the organization policy or retirements. Planned Unexpected Anticipated Expected		1	2
3	_____Need arises from deaths, resignations and illness. Planned Unexpected Anticipated Expected		1	2
4	_____Need arises by predicting trends in internal and external environment. Planned Unexpected Anticipated Expected		1	2
5	Sources of recruitment include: Internal Source External Source Internal & External Both None		1	2
6	6. Which among the statements is incorrect regarding internal hiring: a. Internal methods are time saving. b. Separate induction program is required. c. The method increases loyalty and reduces labour turnover. d. This method is less expensive		1	2
7	7. Which among the below statements is correct for internal hiring: Improve morale & motivation of employees Provide better career prospects and promoting avenues to employees who are competent Improve probability of better selections since the candidate is better known to the organization All of the above		1	2
8	8. How many steps are there in internal hiring system 4 5 6 7		1	2

9	9. The employees of the organization are moved to the similar jobs of other departments is called as Promotion Transfer Employee referral Demotion	1	2
10	10. _____may be a move to a position of higher rank, responsibility and salary. Promotion Transfer Employee referral Demotion	1	2
11	_____s a structured program that companies and organizations use to find talented people by asking their existing employees to recommend candidates from their existing networks. Promotion Transfer Employee referral Demotion	1	2
12	_____to reduce to a lower grade, rank, class, or position Promotion Transfer Employee referral Demotion	1	2
13	A good recruitment Policy should consider the following Objectives: Organizational Objectives: Identifying Manpower Needs: Sources of Recruitment: All of the above	1	2
14	_____is the process of filling open roles of the company with applicants, outside the current employee pool. Internal Hiring External Hiring Both None	1	2
15	The office run by the government wherein the details about the job seekers such as name, qualification, experience, etc. is stored and is given to the employers who are searching for people for their organizations is known as _____. Media Advertisement Employment Exchange: NGO None	1	2
16	factory gate recruitment is also called as Direct Recruitment Indirect recruitment Third party recruitment None of the above	1	3
17	unsolicited applications are the job seekers who come to the well-renowned organizations casually and either mail or drop in their job applications seeking the job opportunity. TRUE FALSE	1	3
18	The common form of external recruitment is where the labor contractors who are either employed with the firm or have an agreement to supply workers to the firm for the completion of a specific type of a task. TRUE FALSE	1	3
19	Direct form of recruitment wherein the prospective candidates are invited through an advertisement to come and apply for the job vacancy. Casual Caller Walkins Face to Face Interview None	1	3

20 ____means searching and screening the prospective candidates electronically.
Linkedin
E-Recruiting
Campus placement
None

1	3

21 The firms help the organization to hire professional, technical and managerial personnel, and they specialize in recruiting middle level and top level executives is called as___
Management consultant
Employment exchange
Third party
Labour Contracts

1	3

22 Means of recruiting on the Web is to search for applicants without ever having posted a position is called as _____
E-Recruitment
Search on Internet
Third Party
Walkins

1	3

1	3

24. Good personnel relations encourage their employees to bring suitable candidates for various openings in the organization is known as employee referrals
TRUE FALSE

24. Advantages of External Recruitment does not include:
There is influx of new talent in the method.
The method encourages more and more competition.
There is more chance of partiality through this method.
If options like campus recruitment have been exercised we get a chance to employ fresh graduates, thus increasing employment.

1	3

25. Disadvantages of External Recruitment does not include:
The method is costly because it involves recruitment cost, selection, training cost.
The method is time consuming.
The method increases loyalty to the company.
All of the above

1	3

26. Recruitment or manpower selection process is the first step in the employment of _____
(A) Labour
(B) Management
(C) Both (A) and (B)
(D) None of the above

1	3

27.Match the following
a. The size of the   1. legal factors
b. Cultural, economic and   2. organization's ability to locate and keep good performing people
c. The level of seasonality of operations and 3. Organization
d. the effects of past recruiting efforts which show the 4. future expansion and production programm

1	3

28.The firm must go to external sources for
(A) Lower entry jobs
(B) For expansion
(C) For positions whose specifications cannot be met by present personnel.
(D) All of the above

1	3

28.The firm must go to external sources for (A) Lower entry jobs (B) For expansion (C) For positions whose specifications cannot be met by present personnel. (D) All of the above	**1**	**3**
29. _____ are firms that are looked upon as 'head hunters', 'raiders' and 'pirates' by organizations which lose personnel through their efforts. (A) Professional institutions (B) Labour unions (C) Recruiting firms (D) Employment agencies	**1**	**3**
30._____is the hiring of relatives which will be an inevitable component of recruitment programmes in family owned firms. (A) Leasing (B) Nepotism (C) Loyalty (D) None of the above	**1**	**3**

	Course Outcomes	PO1	PO2	PO3	PO4	PO5
CO1:	The student will gain insights of various principles and practices of recruitment and selection in an industry	1a,2a,4a,5a,5c				1b,6a, 4b,
CO2:	The Student will be equipped with various selection procedure practiced in industry.	1c, 4c,6b				
CO3:	The Student will be developed with latest selection tools in the corporate sector.	2b,3a,3b,3c, 5b,6c,7b,7c				
CO4:	The Student will learn various testing methods of job recruitment and selection	2c,7a,8				

Cognitive level	KEYWORDS
L1	list, define, tell, describe, recite, recall, identify, show, label, tabulate, quote, name, who, when, where, etc.
L2	describe, explain, paraphrase, restate, associate, contrast, summarize, differentiate interpret, discuss
L3	calculate, predict, apply, solve, illustrate, use, demonstrate, determine, model, experiment, show, examine, modify
L4	classify, outline, break down, categorize, analyze, diagram, illustrate, infer, select
L5	grade, test, measure, defend, recommend, convince, select, judge, support, conclude, argue, justify, compare, summarize, evaluate
L6	design, formulate, build, invent, create, compose, generate, derive, modify, develop, integrate

PO1–*Theoretical Knowledge;* **PO2–***Effective Communication Skills;* **PO3–***Leadership Qualities;* **PO4 –***Sustained Research Orientation;* **PO5 –***Self-Sustaining Entrepreneurship*

CCI   HOD

Scheme

Q.No.	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
	a	b	c	c	b	d	d	b	b	b	c	c	a	c	a	b	d	b	c	b	a	b