CBCS SCHEME

20MBAHR303

Third Semester MBA Degree Examination, Feb./Mar. 2022
Recruitment and Selection

Time: 3 hrs.   Max. Marks:100

Note: *1. Answer any FOUR full questions from Q1 to Q7.*
2. Question No. 8 is compulsory.

1	a.	Define Job Analysis.	(03 Marks)
	b.	Discuss the merits and demerits of Internal Recruitment.	(07 Marks)
	c.	Explain different sources of External Recruitment.	(10 Marks)
2	a.	Differentiate between Recruitment and Selection.	(03 Marks)
	b.	Briefly explain the Critical Incident Technique with merit and demerit.	(07 Marks)
	c.	Explain the various steps involved in hiring process.	(10 Marks)
3	a.	What is Campus Recruitment?	(03 Marks)
	b.	Define interview and discuss about the various types of interviews.	(07 Marks)
	c.	"Job Analysis is the corner stone for all Human Resource Activities". Explain.	(10 Marks)
4	a.	What are employees Referrals?	(03 Marks)
	b.	What are the Legal and Ethical considerations in the interview process?	(07 Marks)
	c.	Discus the various selection tests.	(10 Marks)
5	a.	What are the Reference checks?	(03 Marks)
	b.	Explain the competency Ice Berg Model.	(07 Marks)
	c.	Explain the various steps in Job evolution process.	(10 Marks)
6	a.	Define Biodata.	(03 Marks)
	b.	Discuss the key characteristics of Millennials.	(07 Marks)
	c.	What are the steps involved in Assessment centre process?	(10 Marks)
7	a.	What is Simulations?	(03 Marks)
	b.	Differentiate between Job rotations and Job enlargement with an example.	(07 Marks)
	c.	Discuss the universal factors comprising the Hay guide charts.	(10 Marks)

8   CASE STUDY [Compulsory]

      Urban ladder the furniture store is in need of Regional Marketing Manager for expansion of its business across Karnataka.

Questions :

a.   As a HR Manager shortlist the various sources of Hiring highlighting the merits of sources.
                                                      (10 Marks)

b.   Design a detailed selection procedure to Hire the most suitable candidate.   (10 Marks)

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