

# CBCS SCHEME



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22MBAHR303

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

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 |

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| 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 | <u>CASE STUDY (Compulsory)</u>  |  |    |    |     |
|     | 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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