Scheme of Evaluation
Internal Assessment Test 2– Jan-2024

Sub:	**Recruitment & selection**		**Code:**	22MBAHR303

Date:		**Duration:** 90mins	**Max Marks:** 50	**Sem:** I	**Branch:**	MBA

Note: Part A - Answer Any Two Full Questions (20*02=40 Marks)

   Part B - Compulsory (01*10= 10marks)

Part	Question #		Description	Marks Distribution		Max Marks
A	1	a)	Define assessment centres.	An assessment center is a human resource management tool to holistically assess an individual's competencies for role and organizational fitment and gauge developmental needs.	3	20 M
		b)	Illustrate a note on legal & Ethical considerations for job Evaluation.	Legality means an act according to the law, while ethics is about right and wrong behaviour. This means that some actions might be legal but, in some people's opinion, not ethical. Legality has its basis in ethics, while ethics has its basis in morals.	7	
		c)	Infer the strategies for recruiting and selecting generation Y in to the workforce.	**Here's how to build a multigenerational team that will thrive for years to come.** Digitize Your Hiring Process. ... Offer Ample Opportunities for Growth. ... Provide a Flexible Work Environment. ... Prioritize Company Culture. ... Have a Strong Company Purpose. ... Analyze Your Benefits and Perks. ... Provide Mental Wellness Support.	10	
	2	a)	Describe computerised job evaluation.	Job Evaluation Methods. Four primary methods of job evaluations used to set compensation levels are point factor, factor comparison, job ranking and job classification.	3	20 M
			Modify the Steps	**5 advantages of asking behavioral interview questions**	7	

			involved in BEI.	Acts as a quick way of getting to know someone. ... Enables the candidate to consider their behavior. ... Helps streamline the interview and hiring process. ... Provides customizable questions based on candidate. ... Allows candidates to expand on information		
		c)	Formulate implications of using social media content in hiring decision.	While social media should not be used to make final employment decisions, it can be used as an extension of the resume, a conversation starter that gives the interviewer a deeper understanding of the candidate. This is particularly true if familiarity with social media in business is needed for the position at issue.	10	
	3	a)	Define salary Surveys.	A salary survey is a methodology that collects information about employee compensation, including wages and benefits.	3	20 M
		b)	Illustrate, short notes on the history of FIRO-B.	This theory concentrates on three interpersonal needs that most people share: the needs for inclusion, for control and for affection. Schutz maintains that people begin relationships in order to satisfy one or more of these needs.	7	
		c)	Analyse and recommend circumstances that the HR department adopts existing or creating new post strategy.	Employee engagement, motivation and commitment, all of which support organisational performance. The term people analytics is often used to describe the use of data about people to solve business problems. It is sometimes known as HR analytics or workforce analytics.	10	

		A)	Outline 5 questions what you are going to ask for evaluate candidate and why you want to ask that questions Justify. .	Consider their skills. ... Reflect on their experience. ... Assess their education background. ... Compare salary expectations. ... Determine cultural fit. ... Evaluate responses. ... Verify references. ... Confirm timeline expectations.	10	10 M