22MBAHR303

USN

Third Semester MBA Degree Examination, June/July 2024
Recruitment & Selection

Time: 3 hrs.

Max. Marks: 100

Note: 1. *Answer any FOUR full questions from Q.No.1 to Q.No.7.*
2. *Question No. 8 is compulsory.*
3. *M : Marks , L: Bloom's level , C: Course outcomes.*

			M	L	C
Q.1	a.	State the difference between work and job.	3	L1	CO1
	b.	Explain the strategies of job redesign along with its benefits.	7	L3	CO1
	c.	Who are millenials? Discuss the types of Millenials.	10	L4	CO1
Q.2	a.	Outline the meaning of employer branding.	3	L2	CO2
	b.	'Ice berg modes' is used to help with systems thinking. Interpret the above statement.	7	L3	CO2
	c.	Outline the essential steps to effectively conduct a job search to securing a position.	10	L4	CO2
Q.3	a.	State the features of the term job SAOS.	3	L1	CO3
	b.	Summarize the key components of Hay Group pionees in job evaluation.	7	L3	CO3
	c.	Outline Salary survey pay scales data methodology with its examples.	10	L4	CO3
Q.4	a.	State the meaning of simulation.	3	L1	CO4
	b.	Discuss the strategies for recruiting and selection generation Y into workforce developing effective.	7	L3	CO4
	c.	Describe the features how to ensure legal and ethical consideration in the interview process.	10	L4	CO4
Q.5	a.	Define the term Graphology.	3	L1	CO5
	b.	Design MBIT personality traits and explain how they shape individual behavior.	7	L3	CO5
	c.	'Interviews skill is the mastery of both verbal and non-verbal communication'. Analyze the statement.	10	L4	CO5
Q.6	a.	State the meaning of Bio-data.	3	L1	CO6
	b.	Explain the positive and negative implication of using social media.	7	L2	CO6
	c.	Explain the effective recruitment strategies to attract top talent.	10	L4	CO6
Q.7	a.	Define Job description.	3	L1	CO1
	b.	Explain the various non-interviewing methods.	7	L3	CO5
	c.	Discuss the factors affecting recruitment.	10	L4	CO6

Q.8		Case Study:			
		Company X, a fast growing tech start up faced significant challenges in its interview process, resulting in difficulties in identifying and securing top talent. These traditional approach involved multiple rounds of interviews conducted by various team members, leading to inconsistencies in evaluation criteria. This disjointed process not only caused frustration among candidates but also led to missed opportunities to hire skilled individuals in a competitive market. The lack of standardized questions and assessment methods made it challenging to accurately guage candidates skills and cultural fit.			
		In response to these challenges, company X decided to overhaul its interview process. They implemented a structural interview framework with predefined questions tailored to each role. Ensuring consistency and objectivity in candidate evaluation.			
		Additionally, they introduced panel interviews where key stakeholders collectively assess candidate skills and cultural fit in a single session streamlining the process and reducing time to hire leveraging technology. They automated interview scheduling and feedback collection, further enhancing efficiency and reducing administration burden.			
		As a result of these strategic changes company X experience significant improvement in the recruitment outcomes. By consolidating multiple rounds into panel interviews and leveraging technology the company significantly shortened its recruitment process.			
	a.	What were the primary challenges faced by company X in its original interview process and how did these challenges impact its recruitment process?	10	L4	CO4
	b.	How did company X address these challenges?	10	L4	CO4

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