

**Scheme of Evaluation  
Internal Assessment Test 2– April -25**

**Sub:** Recruitment & selection

**Code:** 22MBAHR303

Date: \_\_\_\_\_ Max  
Duration: 90mins 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
<b>A</b>	1	a) How are Millennials (Generation Y) shaping the recruitment landscape in organizations?	Millennials are reshaping recruitment by prioritizing company culture, flexibility, and purpose-driven roles. Their digital fluency also drives organizations to adopt tech-savvy, transparent hiring practices.	3
		b) Discuss the importance of developing effective interviewers and how they impact the recruitment process.	Developing effective interviewers ensures fair, consistent, and insightful candidate evaluations. Skilled interviewers can better assess cultural fit and job competence, reducing hiring mistakes. Their professionalism also shapes candidates' perceptions, enhancing the company's reputation.	7
		c) What are the different interviewing techniques, and how do they impact the overall recruitment process?	Sure! Here are the subheadings for different interviewing techniques and their impact on the recruitment process:  <ol style="list-style-type: none"> <li>1. Structured Interviews</li> <li>2. Unstructured Interviews</li> <li>3. Behavioral Interviews</li> <li>4. Situational Interviews</li> <li>5. Panel Interviews</li> <li>6. Group Interviews</li> <li>7. Technical Interviews</li> <li>8. Case Interviews</li> </ol>	10
	2	a) How do honesty and integrity	Honesty and integrity assessments help identify candidates who are likely to behave ethically and responsibly. They	3

			assessments help in hiring decisions?	reduce the risk of workplace misconduct and enhance trust within the team.		
			Discuss the role of non-interviewing methods in candidate selection with examples.	Non-interviewing methods in candidate selection, such as psychometric tests, work samples, and background checks, help objectively assess skills, personality, and reliability. For example, a coding test can evaluate a developer's actual ability, while a background check ensures employment history accuracy. These tools complement interviews by providing data-driven insights.	7	
		c)	Explain the process of administering tests and assessments in an organizational setting	<p>The five key sub-points to explain the process of administering tests and assessments in an organizational setting:</p> <ol style="list-style-type: none"> <li>1. Define Objectives and Purpose</li> <li>2. Select Appropriate Assessment Tools</li> <li>3. Plan and Communicate the Process</li> <li>4. Ensure a Fair and Standardized Environment</li> <li>5. Evaluate and Use Results Effectively</li> </ol>	10	
	3	a)	How can social media content impact hiring decisions?	Social media content can influence hiring decisions by revealing a candidate's professionalism, values, and behavior outside of work. Inappropriate or controversial posts may raise red flags and affect employability.	3	20 M
		b)	Discuss the role of pre-employment testing in assessing a candidate's suitability for a job.	Pre-employment testing helps evaluate a candidate's skills, personality, and cognitive abilities to ensure alignment with job requirements. It offers objective insights beyond resumes and interviews, improving hiring accuracy. These tests also help predict job performance and cultural fit within the organization.	7	
		c)	How can an	To ensure a proper job fit while recruiting candidates, organizations need to	10	

			<p>organization ensure a proper job fit while recruiting candidates?</p> <p>Discuss various assessment techniques.</p>	<p>adopt a comprehensive approach that evaluates both technical competencies and cultural alignment.</p> <ol style="list-style-type: none"> <li>1. Skills and Competency Tests</li> <li>2. Structured Interviews</li> <li>3. Personality and Psychometric Assessments</li> <li>4. Cultural Fit Assessments</li> <li>5. Job Simulations and Work Samples</li> </ol>		
		A)	<p>Evaluate the importance of internal assessments in ensuring the financial and operational stability of Kyrotron LLC. Provide relevant examples to support your answer.</p>	<ol style="list-style-type: none"> <li>1. Financial Health Monitoring</li> <li>2. Cost Control and Efficiency Optimization</li> <li>3. Compliance and Risk Management</li> <li>4. Strategic Decision-Making</li> <li>5. Investor and Stakeholder Confidence</li> </ol>	10	10 M