



Third Semester MBA Degree Examination, Dec.2024/Jan.2025

Recruitment and Selection

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.	Define Job re-design.	3	L2	CO1
	b.	Differentiate between Job Enrichment and Job enlargement.	7	L3	CO1
	c.	Elaborate on Legal and Ethical consideration in recruitment.	10	L4	CO1
Q.2	a.	Outline antecedent verification.	3	L2	CO1
	b.	Brief about characteristics of Millennials.	7	L3	CO1
	c.	Briefly explain different types of ability test.	10	L4	CO1
Q.3	a.	Outline the meaning of Competency.	3	L1	CO3
	b.	Explain the techniques of Job Design.	7	L3	CO1
	c.	Explain different sources of External recruitment.	10	L3	CO2
Q.4	a.	What do you understand Job Description?	3	L2	CO3
	b.	Discuss changes in HR through social media.	7	L3	CO1
	c.	Explain competency Ice Berg model and its competency.	10	L3	CO2
Q.5	a.	Define Job Evaluation.	3	L2	CO3
	b.	Write short note on Hay Group's.	7	L3	CO1
	c.	Discuss online salary survey pay scales data methodology with its examples.	10	L4	CO4

Q.6	a.	Define Assessment centres.	3	L2	CO2
	b.	State the characteristics of millennial or Gen "Y".	7	L3	CO1
	c.	Explain the type of simulation exercise. Give example of advantages and disadvantages of simulations.	10	L4	CO3
Q.7	a.	What do you mean by term Bio – data?	3	L1	CO2
	b.	Explain Big five personality trait model.	7	L2	CO3
	c.	Discuss the types of Job offer. State the importance of Induction.	10	L3	CO4
Q.8	CASE STUDY : (Compulsory)				
	<p>You are HR for Applo Pharma Drug stores chains in Karnataka, Management decides to expand stores to other cities. You have given responsibility to identify right candidate and do recruitment for five sleeve and five executive each. In this you will be identifying 2 as customer friendly executive 2 as Cashier's and indenting executive one as store Manager who would be responsible to control theft's and licensing parts and Pilferage of store.</p> <p>Questions :</p>				
	1.	What Specific selection method you will follow to do recruitment? Explain in Brief.	10	L4	CO1
	2.	How would you Assess the Reliability of this 5 people before bording them to Job? Explain.	10	L4	CO1
