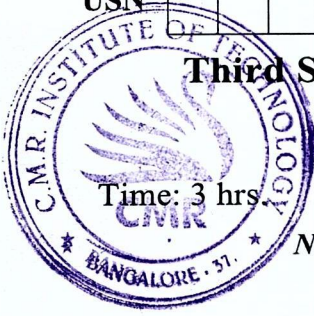


CBCS SCHEME

MBAHR313

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Third Semester MBA Degree Examination, Dec.2025/Jan.2026 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 redesign.	3	L2	CO1
	b.	Evaluate the effectiveness of external recruitment approaches.	7	L2	CO2
	c.	Discuss the types of job offer. State the importance of Induction.	10	L3	CO3
Q.2	a.	State the meaning of competency	3	L2	CO1
	b.	Discuss the role of employer branding and social media in modern recruitment practices.	7	L2	CO2
	c.	Explain the entire job analysis process, creation of job description, functional and behavioral specifications.	10	L3	CO3
Q.3	a.	Name the organization that pioneered Hay Group job evaluation method.	3	L2	CO1
	b.	Explain the compensable factors and their role in job evaluation.	7	L2	CO2
	c.	Describe the importance of obtaining job KSAOs, qualifications, working conditions, and essential duties.	10	L3	CO2
Q.4	a.	List any four interviewing techniques.	3	L2	CO1
	b.	Apply suitable strategies for recruiting Generation Y employees.	7	L2	CO2
	c.	Discuss Millennials shaping the recruitment land scape and strategies for recruiting Generation Y.	10	L3	CO3
Q.5	a.	Define Graphology	3	L2	CO1
	b.	Design a testing and assessment framework for employee selection.	7	L2	CO2
	c.	Explain the role of various assessment tools and key interviewer skills in effective selection.	10	L3	CO3

Q.6	a.	What is meant by placement?	3	L2	CO1
	b.	Illustrate the use of pre-employment testing in hiring decisions.	7	L2	CO2
	c.	Explain Unique recruitment strategies, ethical considerations, and transition from candidate to employee.	10	L3	CO3
Q.7	a.	List the sources of job-related information.	3	L2	CO1
	b.	Differentiate between job description and job specification.	7	L3	CO3
	c.	Explain in detail Big five trait model.	10	L5	CO4
Q.8		<p><u>Compulsory Question :</u></p> <p>NovaCare Services, a growing healthcare support company in Bengaluru, was struggling with frequent employee turnover because its interview process was unstructured and inconsistent. Different interviewers asked different questions, and many selection decisions were based on personal judgment rather than job requirements. As a result, several candidates who performed well in the interview were unable to handle real job tasks later. To solve this, the HR department introduced a structured interview system. They used clear job descriptions, standardized interview questions, and a scoring method to evaluate all candidates fairly. They also added a short practical test and a behavioral interview using the STAR method to understand how candidates handled real-life situations. After implementing the new system, the company found that the quality of new hires improved, the turnover rate reduced, and the overall recruitment process became more efficient. The case shows how a structured interview process helps organizations select the right candidates and improve long-term employee performance.</p>			
	a.	Explain the key problems in the interview process described in the case and discuss how they affected the organization's recruitment outcomes.	10	L3	CO3
	b.	Analyze the steps taken by the company to redesign its interview process. How effective were these changes in improving recruitment quality?	10	L2	CO2

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