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**20MBAHR303**

## Third Semester MBA Degree Examination, Feb./Mar. 2022 Recruitment and Selection

Time: 3 hrs.

Max. Marks: 100

**Note: 1. Answer any FOUR full questions from Q1 to Q7.  
2. Question No. 8 is compulsory.**

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|----------|---|
| <b>1</b> | a. Define Job Analysis. <span style="float: right;">(03 Marks)</span><br>b. Discuss the merits and demerits of Internal Recruitment. <span style="float: right;">(07 Marks)</span><br>c. Explain different sources of External Recruitment. <span style="float: right;">(10 Marks)</span>   |
| <b>2</b> | a. Differentiate between Recruitment and Selection. <span style="float: right;">(03 Marks)</span><br>b. Briefly explain the Critical Incident Technique with merit and demerit. <span style="float: right;">(07 Marks)</span><br>c. Explain the various steps involved in hiring process. <span style="float: right;">(10 Marks)</span> |
| <b>3</b> | a. What is Campus Recruitment? <span style="float: right;">(03 Marks)</span><br>b. Define interview and discuss about the various types of interviews. <span style="float: right;">(07 Marks)</span><br>c. "Job Analysis is the corner stone for all Human Resource Activities". Explain. <span style="float: right;">(10 Marks)</span> |
| <b>4</b> | a. What are employees Referrals? <span style="float: right;">(03 Marks)</span><br>b. What are the Legal and Ethical considerations in the interview process? <span style="float: right;">(07 Marks)</span><br>c. Discuss the various selection tests. <span style="float: right;">(10 Marks)</span>                                     |
| <b>5</b> | a. What are the Reference checks? <span style="float: right;">(03 Marks)</span><br>b. Explain the competency Ice Berg Model. <span style="float: right;">(07 Marks)</span><br>c. Explain the various steps in Job evolution process. <span style="float: right;">(10 Marks)</span>  |
| <b>6</b> | a. Define Biodata. <span style="float: right;">(03 Marks)</span><br>b. Discuss the key characteristics of Millennials. <span style="float: right;">(07 Marks)</span><br>c. What are the steps involved in Assessment centre process? <span style="float: right;">(10 Marks)</span>  |
| <b>7</b> | a. What is Simulations? <span style="float: right;">(03 Marks)</span><br>b. Differentiate between Job rotations and Job enlargement with an example. <span style="float: right;">(07 Marks)</span><br>c. Discuss the universal factors comprising the Hay guide charts. <span style="float: right;">(10 Marks)</span>                   |
| <b>8</b> | CASE STUDY [Compulsory]   |

Urban ladder the furniture store is in need of Regional Marketing Manager for expansion of its business across Karnataka.

Questions :

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|----|---|
| a. | As a HR Manager shortlist the various sources of Hiring highlighting the merits of sources. <span style="float: right;">(10 Marks)</span> |
| b. | Design a detailed selection procedure to Hire the most suitable candidate. <span style="float: right;">(10 Marks)</span>                  |

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Important Note : 1. On completing your answers, compulsorily draw diagonal cross lines on the remaining blank pages.  
2. Any revealing of identification, appeal to evaluator and /or equations written eg, 42+8 = 50, will be treated as malpractice.