

M.B.A.-II (Sem.-III) Examination  
Recruitment & Selection

Time : 3 Hours]

May-2017

[Max. Marks :] 06

**Instruction: The question paper contains five questions. Be precise and to the point in your answers. Figures to the right indicate specific marks for the respective question.**

Q.1 Write Short Notes on any Four: (5X4=20)

- |   |  |
|---|--|
| a) Seven Components of Strategic Staffing | d) Succession management                   |
| b) Workforce Planning                     | e) Job Description & Person Specifications |
| c) Retention strategies                   |  |

Q.2 What is affirmative action? What is an affirmative action plan? Do you feel that affirmative action is a good way to remedy past discrimination? Why or why not? (20)

Q. 3 (a) Explain what makes one recruiting source more effective than another. What could go wrong if a firm only sources recruits using one method? (10)

Q. 3 (b) What are Assessment and Development Centres (ADC)? Explain the different techniques used in ADC? What are the challenges associated with them? (10)

OR

Q.3(b) Discuss the process of Testing as a part of selection process in detail. (10)

Q.4 Does an organization's image or its brand as an employer affect its attractiveness to you as an employee or a potential employee? What elements of its brand matter the most to you? Why? (20)

Q.5 Read the caselet given below carefully and answer the questions in brief – (20)

Jain and Jain Co. a famous FMCG company, was on the lookout for a senior marketing executive. After Screening several candidates, the HR manager finally zeroed on an employee, Savita, based solely on her qualifications. She seemed to be reasonable choice for the post as she had performed well during her interview. In the eyes of the member of the interview board, there was no controversy involved in her appointment.

However, it was not before the first worrying signs began to appear. There was nothing specific but one could spot a general lack of urgency and commitment in her work. She was taking much longer than the other members of the team to complete her work assignments and showed absolutely no evidence of self-motivation. Clients had called up the organisation to complain about the slackness in the style with them. It seemed now to the HR manager that Savita had absolutely no interest in her profile.

The HR manager tried to meet with Savita to understand if there was anything wrong, that concerned her in particular. However, there was no specific outcome from the meeting.

**Questions –**

1. How should HR manager handle the situation? Should he replace her? (6)
2. What selection shortcuts might have been made by the HR during the recruitment process? (7)
3. Devise a strategy plan for recruitment that could be used by the HR manager to avoid any such problems. (7)