

MBA-2 Sem.-3 & 5 Examination**HRM****R & S****Time : 2-30 Hours]****January-2025****[Max. Marks : 70**

Note: All questions carry equal marks unless mentioned otherwise.

Q.1 Discuss Job analysis and the strategy behind it, citing examples as appropriate. Also briefly explain how it results into Job Description and Person Specification.

OR

Q.1 Explain the process of competency modeling and reward analysis.

Q.2 What is meant by recruiting metrics? Explain giving examples.

OR

Q.2 Explain approaches to achieving recruitment consistency.

Q.3 Write short notes (ANY TWO):

3 (a) (Staff) Sourcing plan

3 (b) Applicant attraction strategies

3 (c) Candidate assessment methods

Q.4 Explain how an organization can optimize its job offer strategies.

OR

Q.4 (a) Write a short note on fairness perceptions and rejection.
(b) Write a short note on the employment contract.

Q.5 Discuss how staffing systems can be evaluated. Also include explanation of how technology is involved in such evaluations.
