INSTITUTE OF AERONAUTICAL ENGINEERING
(Autonomous)
Dundigal, Hyderabad - 500 043

MODEL QUESTION PAPER

MBA III Semester End Examinations, November - 2019
Regulations: R18
Recruitment and Selection

Time: 3 hours   **(MBA)**   **Max. Marks: 70**

Answer ONE Question from each Unit
All Questions Carry Equal Marks
All parts of the question must be answered in one place only

UNIT – I

1. a) What is Recruitment? and explain the purpose and importance of Recruitment?   **[7M]**
    b) Differentiate Between Internal And External Sources of Recruitment?   **[7M]**

2. a) What do you understand by "Equal Employment Opportunity" and Outline the process of recruitment?   **[7M]**
    b) What qualities would you look for in consultants before getting them on board for your recruitment activities?   **[7M]**

UNIT – II

3. a) Define recruitment. Explain source of recruitment and interviewing methods   **[7M]**
    b) what are the elements of job description and person specification and competencies.   **[7M]**

4. a) Discuss the various types of selection tests and interviews. Discuss the interview meet the criteria of reliability and validity? Discuss   **[7M]**
    b) What are the internal and external sources of recruitment? Also state their merits and demerits.   **[7M]**

UNIT – III

5. a) What type of questions are asked in aptitude test? And What type of questions are asked in psychometric test?   **[7M]**
    . b) What are the types of employment tests? and what is a skills test for employment?   **[7M]**

6. a) What is an example of psychometrics? and what are psychometrics methods can be used?   **[7M]**
    b) What is employee testing and selection? and what is the relevance of psychometric and skills testing to recruitment?   **[7M]**

UNIT – IV

7 a) How is psychometric and skills testing relevant to recruitment and measure integrity test elaborately **[7M]**

   b) What types of tests are most useful in the selection process and explain pre-employment personality test? **[7M]**

8. a) What are psychometric tests recruitment. and cognitive ability tests measure? **[7M]**

   b) Explain What kind of questions are on an assessment test. and cognitive ability tests measure? **[7M]**

UNIT – V

9. a) What is Recruitment analysis and what is recruitment and selection in business? **[7M]**

   b) What are the test validation and pre-employment testing policies and testing categories? **[7M]**

10. a) What should be included in a recruitment and selection policy report briefly **[7M]**

    b) Explain about Project Report Recruitment and Selection Process ? **[7M]**

COURSE OBJECTIVES:
The course should enable the students to:

I	Understand the Recruitment and Selection planning.
II	Describe the information about global Recruitment and Selection.
III	Analyze about relation and carrier of Recruitment.
IV	Demonstrate the Recruitment practices and their positive influence on the company's bottom line.
V	Develop the organization to stand in the competitive world.

COURSE OUTCOMES (COs):

CMBB38.01	Understand and gain knowledge in nature and scope of international human resource management, cultural and reality shock. Understanding of different tools used in forecasting and planning human resource needs
CMBB38.02	Examine the international human resource management models, concept, pool's adaptation of harvard model, the brewster and bournois model and comparative employment policy.
CMBB38.03	Explain the significance of convergence theory, marxist theory, the cultural approach power distance (PDI), uncertainty avoidance (UAI), individuality (INV) and masculinity.
CMBB38.04	Use and explore the social environment and human resource practices, staffing: international recruitment, selection, training and hiring policies, employee recruitment, selection, and retention plans and processes.
CMBB38.05	This includes demonstrating the appropriate use of job descriptions, application forms and related staffing tools such as internet recruiting.
CMBB38.06	Research the advantages and disadvantages of induction processes for new incumbents in a role
CMBB38.07	Outline and discuss the current legal and ethical requirements of the recruitment and selection process and illustrate how these impacts on the process
CMBB38.08	Explain the development of global managers, concept, essential qualities of global literate leader , communication and interpersonal Relations,
CMBB38.09	Analyze the key issues related to administering the human elements such as motivation, compensation, appraisal, career planning, diversity, ethics, succession planning and managerial stimulation's.
CMBB38.10	Demonstrate appropriate implementation, monitoring and assessment procedures of training.
CMBB38.11	Evaluate training programs using appropriate design and data collection procedure
CMBB38.12	Understand the different interview processes and the advantages and disadvantages of the different types of interviews and the preparation of employment offers
CMBB38.13	Understand the methods of performance appraisal and their reasons, failures of techniques.
CMBB38.14	Describe the methods and practices of international compensation, employee satisfaction, behavioral a humanistic psychology and organic theories of human resource management.
CMBB38.15	Interpret; analyze the International Industrial Relation issues and performance management. Discuss the concepts of international compensation and employee satisfaction.

MAPPING OF SEMESTER END EXAMINATION - COURSE OUTCOMES

SEE Question No			Course Outcomes	Course Outcomes	Blooms Taxonomy Level
1	a	CMBB38.02	Understand and gain knowledge in nature and scope of international human resource management, cultural and reality shock. Understanding of different tools used in forecasting and planning human resource needs	CO 2	Remember
	b	CMBB38.02	Examine the international human resource management models, concept, pool's adaptation of harvard model, the brewster and bournois model and comparative employment policy.	CO 2	Understand
2	a	CMBB38.02	Examine the international human resource management models, concept, pool's adaptation of harvard model, the brewster and bournois model and comparative employment policy.	CO 2	Remember
	b	CMBB38.02	Explain the significance of convergence theory, marxist theory, the cultural approach power distance (PDI), uncertainty avoidance (UAI), individuality (INV) and masculinity.	CO 2	Remember
3	a	CMBB38.04	Use and explore the social environment and human resource practices, staffing: international recruitment, selection, training and hiring policies, employee recruitment, selection, and retention plans and processes.	CO 4	Understand
	b	CMBB38.03	This includes demonstrating the appropriate use of job descriptions, application forms and related staffing tools such as internet recruiting.	CO 3	Remember
4	a	CMBB38.03	Research the advantages and disadvantages of induction processes for new incumbents in a role	CO 3	Remember
	b	CMBB38.03	Outline and discuss the current legal and ethical requirements of the recruitment and selection process and illustrate how these impacts on the process	CO 3	Remember
5	a	CMBB38.05	Explain the development of global managers, concept, essential qualities of global literate leader , communication and interpersonal Relations,	CO 5	Remember
	b	CMBB38.06	Explain the development of global managers, concept, essential qualities of global literate leader , communication and interpersonal Relations,	CO 6	Understand
6	a	CMBB38.06	Analyze the key issues related to administering the human elements such as motivation, compensation, appraisal, career planning, diversity, ethics, succession planning and managerial stimulation's.	CO 6	Remember
	b	CMBB38.05	Analyze the key issues related to administering the human elements such as motivation, compensation, appraisal, career planning, diversity, ethics, succession planning and managerial stimulation's.	CO 5	Understand
7	a	CMBB38.07	Evaluate training programs using appropriate design and data collection procedure	CO 7	Apply
	b	CMBB38.07	Evaluate training programs using appropriate design and data collection procedure	CO 7	Remember
8	a	CMBB38.07	Understand the different interview processes and the advantages and disadvantages of the different types of interviews and the preparation of employment offers	CO 7	Understand
	b	CMBB38.08	Understand the different interview processes and the advantages and disadvantages of the different types of interviews and the preparation of employment offers	CO 8	Remember
9	a	CMBB38.09	Describe the methods and practices of international compensation, employee satisfaction, behavioral a humanistic psychology and organic theories of human resource management.	CO 9	Remember

	b	CMBB38.09	Describe the methods and practices of international compensation, employee satisfaction, behavioral a humanistic psychology and organic theories of human resource management.	CO 9	Understand
10	a	CMBB38.09	Demonstrate appropriate implementation, monitoring and assessment procedures of training.	CO 9	Remember
	b	CMBB38.10	Demonstrate appropriate implementation, monitoring and assessment procedures of training.	CO 10	Remember

Signature of Course Coordinator   **HOD, MBA**