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Course Code

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Third Semester MBA Degree Examinations, March/April 2024 **TALENT ACQUISITION**

Duration: 3 hrs

Max. Marks: 100

Note: 1. Answer any FOUR full questions from Question No. 1 to 7.
 2. Question No. 8 is compulsory
 3. Missing data, if any, may be suitably assumed

<u>Q. No</u>	<u>Question</u>	<u>Marks</u>	<u>(RBTL:CO:PO)</u>
1	a. Illustrate remote work and hybrid work.	03	(2:1:1)
	b. Demonstrate the factors affecting recruitment.	07	(3:1:2)
	c. Analyse the overview of hiring process.	10	(4:1:1)
2.	a. Elaborate legal and ethical considerations in recruitment.	03	(2:1:4)
	b. Analyse the significance of employer branding.	07	(4:2:1)
	c. Demonstrate the overall BEI process.	10	(3:3:2)
3.	a. Illustrate the meaning of Induction.	03	(2:5:1)
	b. Elaborate the evolution of work structure.	07	(3:1:1)
	c. Explain any two non-interviewing methods in detail.	10	(4:4:2)
4.	a. Illustrate any three uses of job description.	03	(2:2:1)
	b. Critically analyse MBTI personality assessment.	07	(4:4:3)
	c. Explain the process of assessing knowledge, skills, and abilities of a candidate.	10	(3:4:2)
5	a. Outline the uses of application forms.	03	(2:5:5)
	b. Explain recent trends in recruitment and talent acquisition.	07	(3:4:1)
	c. Analyse interview Process.	10	(4:3:2)
6.	a. Outline the uses of assessment centres in interviewing candidate.	03	(2:3:2)
	b. Critically analyse the Birkman method.	07	(4:4:4)
	c. Demonstrate background check and referral check.	10	(3:5:1)
7.	a. Distinguish between CV and resume.	03	(4:5:5)
	b. Illustrate strategies for recruiting and selecting generation Y into the workforce.	07	(3:3:3)
	c. Critically analyse internal approach; An external approach.	10	(4:1:1)

Relyon is an insurance company with branches all over India. All the HR activities of the company are carried out by the HR professionals based at the headquarters of the company located in New Delhi. The hiring practice of the company is that the HR Staff at the central office recruits the personnel for the managerial cadre for all its branches and leaves the recruitment of other cadres to the managers in Charge of their respective branches. The company recently opened a branch at Rameswaram in Tamil Nadu.

Amitabh, General Manager (HR), posted Arvind as the manager for the recently opened branch. In conformity with the company's hiring practice, Arvind recruited other personnel for his branch. But Within one year of its operation, this branch Witnessed a high labor turnover. The turnover rate was much higher than the com- overall average of 10 per cent. Posts like accounts officer turned over four times While computer operators worked only for a few months and this was the case with the salespeople, who, on an average, lasted only for a few months. The head office took a serious View of these developments.

The branch manager Was called to the HR department of the head office to explain the reason for a high labor turnover in his office. Amitabh, the HR General Manager, asked Arvind about the hiring practices adopted by the latter for choosing employees for his branch. Arvind explained that he made an initial assessment of the candidates on the basis of the information provided by them in their application forms. Those who met the minimum criteria set for the job were then called for an unstructured interview. During the interview, the candidates were asked questions relevant to their field to measure their knowledge, Skill and proficiency in the job.

Arvind mentioned that he observed the candidate's sitting posture, how he presented himself, his initial remarks, his mannerisms and also his attire. These factors had a decisive influence on his final assessment of the candidate. The candidate was also about his real intention for joining this company and also his career plans. Finally, a ranked list on the basis of the interview performance was prepared and the job given to the candidates

- a. What is your opinion of the hiring policy followed in Relyon? (4:4:5)
- b. State the recommendations you would make to Arvind for improving his hiring practice (4:5:5)

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