

**BIRLA INSTITUTE OF TECHNOLOGY, MESRA, RANCHI  
(END SEMESTER EXAMINATION)**

**CLASS: MBA  
BRANCH: MBA**

**SEMESTER : III  
SESSION : MO/18**

**SUBJECT: MBA3039 RECRUITMENT, SELECTION AND TRAINING**

**TIME: 3:00 HRS.**

**FULL MARKS: 60**

**INSTRUCTIONS:**

1. The question paper contains 7 questions each of 12 marks and total 84 marks.
  2. Candidates may attempt any 5 questions maximum of 60 marks.
  3. The missing data, if any, may be assumed suitably.
  4. Before attempting the question paper, be sure that you have got the correct question paper.
  5. Tables/Data hand book/Graph paper etc. to be supplied to the candidates in the examination hall.
- 

- |        |  |     |
|--------|--|-----|
| Q.1(a) | Explain the factors that influence recruitment.  | [6] |
| Q.1(b) | What are the various sources of recruitment? Discuss their relative merits and demerits. | [6] |
| Q.2(a) | Define selection and discuss its importance in context of right recruitment.             | [6] |
| Q.2(b) | Analyze the various issues involved in the process of selection.                         | [6] |
| Q.3(a) | What is induction? What are its purposes?  | [6] |
| Q.3(b) | What benefits can induction provide for an employee and organization?                    | [6] |
| Q.4(a) | Explain the various methods of training.   | [6] |
| Q.4(b) | How will you identify the training needs of an industrial concerns?                      | [6] |
| Q.5(a) | Explain the meaning of career and discuss the stages in career development.              | [6] |
| Q.5(b) | What do you understand by career planning? Describe its need and objectives.             | [6] |
| Q.6(a) | Discuss the concept of competency mapping. Highlight its importance.                     | [6] |
| Q.6(b) | What do you understand by assessment center? Explain.                                    | [6] |
| Q.7(a) | Introduce succession planning. Discuss its importance.                                   | [6] |
| Q.7(b) | How do the organizations plan for the succession of the employees?                       | [6] |

:::::12/12/2018:::::M