

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

**CLASS: MBA
BRANCH: MBA**

**SEMESTER : III
SESSION : MO/2024**

SUBJECT: MT566 RECRUITMENT AND SELECTION

TIME: 3 Hours

FULL MARKS: 50

INSTRUCTIONS:

1. The question paper contains 5 questions each of 10 marks and total 50 marks.
 2. Attempt all questions.
 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) | Define Recruitment. Explain in brief the various factors affecting Recruitment for an organization. | [5] | CO CO1 | BL BL1 |
| Q.1(b) | Explain in details the various advantages and disadvantages of External & Internal sources of recruitment. | [5] | CO2 | BL2 |
| Q.2(a) | Explain in detail the term employees' transfer. What points shall be available in an ideal Transfer Policy. | [5] | CO3 | BL4 |
| Q.2(b) | Define the term Selection and according what steps must be available in an ideal Selection process. | [5] | CO2 | BL3 |
| Q.3(a) | Define Training. Explain in details the various advantages an organization can achieve by providing Training to its employees. | [5] | CO2 | BL3 |
| Q.3(b) | How identification of training needs can be conducted for an organization? | [5] | CO2 | BL2 |
| Q.4(a) | What is Career Planning? Explain in detail Individual career planning and Organizational career planning. | [5] | CO5 | BL1 |
| Q.4(b) | Explain in detail Succession Planning. Highlight the advantages and limitations of Succession Planning. | [5] | CO4 | BL3 |
| Q.5(a) | What is Competency Mapping? Write a short note on needs for Competency Mapping. | [5] | CO3 | BL4 |
| Q.5(b) | Define Executive Development and explain in detail the various methods of Executive Development. | [5] | CO4 | BL3 |

:::::28/11/2024:::::E