

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

**CLASS: MBA
BRANCH: MBA**

**SEMESTER : III
SESSION : MO/2025**

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.
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Q.1(a)	Explain in brief the various factors affecting Recruitment for an organization. What according to you are the recent recruitment practices adopted by the companies in India?	[5]	CO1	BL1
Q.1(b)	“For an Organisation there is always a question mark as to which source of recruitment should be given priority” keeping this statement in mind explain in detail various challenges an organization may face if they adopt External & Internal sources of recruitment.	[5]	CO2	BL2
Q.2(a)	Define the term Selection. Consider yourself as an HR Manager of a service based company design an ideal step of selection process for a Territory Sales manager.	[5]	CO3	BL4
Q.2(b)	Write a short note as to why transfer of an employee is necessary. What points shall be available in an ideal Transfer Policy.	[5]	CO2	BL3
Q.3(a)	Define Training. Explain as to how an organization can identify training needs of their employees?	[5]	CO2	BL3
Q.3(b)	Explain in details the various methods which an organization can use to provide Training to its employees also write a short note as to which method you consider the best.	[5]	CO2	BL2
Q.4(a)	What is Career Planning? Write a detail note explaining Individual career planning and Organizational career planning.	[5]	CO5	BL1
Q.4(b)	Explain in detail why Succession Planning is necessary. Highlight the advantages and limitations of Succession Planning.	[5]	CO4	BL3
Q.5(a)	What is Competency Mapping? Explain in detail the steps involved in Competency Mapping.	[5]	CO3	BL4
Q.5(b)	Explain the importance of Executive Development and explain in detail the various methods an organization can adopt for Executive Development.	[5]	CO4	BL3

:::24/11/2025:::M