

**BALLARI INSTITUTE OF TECHNOLOGY & MANAGEMENT**

(Autonomous Institute under Visvesvaraya Technological University, Belagavi)

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Course Code 

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**Third Semester MBA Degree Examinations, April 2023**  
**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. Explain about concept of work.	03	(2 : 1 : 1)
	b. Explain the factors effecting on recruitment process.	07	(2 : 2 : 2)
	c. What were the motives behind competency-based hiring and examine competency ice berg model usage in Job analysis.	10	(3 : 2 : 2)
2.	a. Explain two key characteristics of millennials.	03	(2 : 1 : 1)
	b. Explain in detail about recruitment strategy approaches.	07	(2 : 1 : 1)
	c. Describe the overview of hiring process.	10	(3 : 2 : 2)
3.	a. Explain the word job description.	03	(3 : 3 : 3)
	b. What are the uses of social media in recruitment and selection process?	07	(3 : 2 : 2)
	c. Explain overall job evaluation process in detail.	10	(4 : 3 : 3)
4.	a. Identify the use of simulation in the interviewing process.	03	(3 : 3 : 3)
	b. Explain the Legal and ethical considerations in the interview process.	07	(3 : 2 : 2)
	c. Examine various Interviewing techniques and strategies.	10	(4 : 3 : 3)
5.	a. Describe the word talent acquisition.	03	(2 : 4 : 4)
	b. Examine overall BEI Process.	07	(2 : 4 : 3)
	c. Explain recent trends in recruitment and talent acquisition.	10	(3 : 4 : 3)
6.	a. Define job evaluation.	03	(2 : 5 : 3)
	b. Explain non interviewing methods.	07	(3 : 4 : 3)
	c. Elucidate Birkman method and MBIT which is more appropriate method in assessment with example.	10	(5 : 5 : 3)

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| 7. | a. Write about background check and referral check.                 | <b>03</b> | (2 :4 : 2) |
|    | b. Illustrate the usage of technology in recruitment and selection. | <b>07</b> | (3 :2 : 3) |
|    | c. Explain the process of transforming a job candidate to employee. | <b>10</b> | (4 :3 : 2) |

8. **Case Study**

Mr. Vijay was promoted as the manager with mixed feelings. He was proud of having his work being recognized but he had some doubts as to how he would like the new work. He was earlier a PRO, with Delhi Development Authority it involved regular contact with general public, recoveries and processing their complaints, meetings with the press and image building. It was a high-profile job involving lot of media and publicity. As the PRO, he could build a good picture of DDA in the minds of general public through advertisements, press conferences, television coverage highlighting the achievements of DDA in developing and constructing residential and commercial properties. His new job was a desk job working with files relating to the applicants registered for various housing projects coming up in the north Delhi area named "Rohini Scheme". Vijay missed the routine of his old office and the people he had worked with. He now had a private office with air conditioner and carpet. But he felt incomplete. He thought he did not have the team to go ahead. When he submitted the first report of "Rohini Scheme" to his Director he got some changes. The Director was a nice human being, he suggested Vijay that, "We all need to learn our new work". The more Vijay thought about it he wanted to go to the old office. But he hesitated as he would be considered misfit and disqualified for any promotion in the future.

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| a. | Examine facts of the case.   | <b>05</b> | (3 :4 : 2) |
| b. | How would you deal with the situation in the place of Vijay?                                   | <b>10</b> | (5 :4 : 4) |
| c. | In the context of the above case, evaluate the importance of talent acquisition and retention. | <b>10</b> | (5 :4 : 5) |

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