# BALLARI INSTITUTE OF TECHNOLOGY & MANAGEMENT

(Autonomous Institute under Visvesvaraya Technological University, Belagavi)

| USN | | | | | | | | | | | Course Code | 2 | 1 | M | B | A | H | R | 3 | 0 | 1 |
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## Third Semester MBA Degree Examinations, May/June 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*

| Q. No | | Question | Marks | (RBTL:CO:PO) |
|---|---|---|---|---|
| **1.** | **a.** | Explain about Strategic job redesign at work | **03** | (2 :1: 1) |
| | **b.** | Elucidate On Generation – Y/ Millennials at Work Place. | **07** | (2 :1: 2) |
| | **c.** | Identify how competency-based hiring is useful in hiring and examine competency Iceberg model usage in job analysis. | **10** | (3 :2: 2) |
| **2.** | **a.** | Discuss about various Organizational Works. | **03** | (2 :1: 1) |
| | **b.** | explain in detail about Recruitment Metrics | **07** | (2 :1: 2) |
| | **c.** | Consider yourself as HR manager and Plan Overall Hiring Process in organization. | **10** | (3 :2: 2) |
| **3.** | **a.** | Identify the use of Assessment centres in interviewing candidate. | **03** | (3 :3: 3) |
| | **b.** | Make use of job evaluation for determining compensation for a particular job. | **07** | (3 :2: 2) |
| | **c.** | Examine various interview techniques used in talent acquisition. | **10** | (4 :3: 3) |
| **4.** | **a.** | Identify the use of Simulations in interviewing candidate | **03** | (3 :3: 3) |
| | **b.** | Identify the good interviewer traits | **07** | (3 :2: 2) |
| | **c.** | Examine various strategies for recruitment and selection of millennials/gen-y. | **10** | (4 :3: 3) |
| **5.** | **a.** | What is Personality Assessment? | **03** | (2 :4: 4) |
| | **b.** | Explain Honesty and Integrity Assessment | **07** | (2 :4: 3) |
| | **c.** | Examine Birkman Method and MBTI. | **10** | (3 :4: 3) |
| **6.** | **a.** | Discuss about Reference Check | **03** | (2:5: 3) |
| | **b.** | Apply Unique recruitment strategy | **07** | (3 :4: 3) |
| | **c.** | Discuss about overall Induction Process. | **10** | (5 :5: 3) |
| **7.** | **a.** | Explain about Interviewer and Interviewee | **03** | (2:4: 2) |
| | **b.** | Examine overall BEI Process. | **07** | (3 :2: 3) |

**Note: (RBTL - Revised Bloom's Taxonomy Level:  CO - Course Outcome: PO – Programme Outcome)**

**c.** Examine various Legal and Ethical consideration in recruitment.  **10**  (4 :2: 3)

**8.**                               **Case study**

Make use of hay group job evaluation method and <u>brief about it</u> using hay chart with the following job description provided.  (4 :2: 2)

### SALES JOB DESCRIPTION

AllBusiness Templates

**Job Description:**

Our company is looking for a sales representative to be responsible for generating leads and meeting sales goals. Duties will include sales presentations and product demonstrations, as well as negotiating contracts with potential clients.

In order to be successful in this role, you will need to have a deep understanding of the sales process and dynamics, and also superb interpersonal skills. Previous experience in a sales role is an advantage.

**Responsibilities:**

- Generating leads.
- Meeting or exceeding sales goals.
- Negotiating all contracts with prospective clients.
- Helping determine pricing schedules for quotes, promotions, and negotiations.
- Preparing weekly and monthly reports.
- Giving sales presentations to a range of prospective clients.
- Coordinating sales efforts with marketing programs.
- Understanding and promoting company programs.
- Obtaining deposits and balance of payment from clients.
- Preparing and submitting sales contracts for orders.
- Visiting clients and potential clients to evaluate needs or promote products and services.
- Maintaining client records.
- Answering client questions about credit terms, products, prices, and availability.

**Qualifications:**

- Bachelor's degree in business, marketing, economics, or related field.
- Experience in sales.
- Understanding of the sales process and dynamics.
- A commitment to excellent customer service.
- Excellent written and verbal communication skills.
- Superb interpersonal skills, including the ability to quickly build rapport with both customers and suppliers.
- Experience using computers for a variety of tasks.
- Competency in microsoft applications including word, excel, and outlook.
- Able to work comfortably in a fast paced environment.

**a.** Create a hay group job evaluation chart upon above job description  **10**

**b.** Justify the ratings provided to the hay chart  **10**

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