

Recruitment Measures

- 1. Most employers say they wish to employ the right person for the right job. A recent report by BIMS (Britain's Institute of Manpower Studies), however, disagrees with this. The report states that most employers wish to avoid employing the wrong person. Rather than looking for the right person, they are looking for applicants to turn down
- 2. The report also suggests that in Britain and in many other parts of the world the selection methods used to identify the right person for the job certainly do not match up to those used to evaluate a piece of new equipment. Recruiters used three main selection methods: interviewing, checking curriculum vitae or application forms against pre-decided criteria, and examining references. Most of the recruiters consulted in this survey stated that these selection methods were used more for weeding out unsuitable candidates rather than for finding suitable ones.
- 3. Interviews were considered to be more reliable than either curriculum checks or references from past employers. Research, however, proves otherwise. Interviewers' decisions are often strongly influenced by their previous assessment of the written application. Also, different recruiters interpret facts differently. One may consider candidates who have frequently changed jobs as people with broad and useful experience. Another will view such candidates as unreliable and unlikely to stay for long in the new job.
- 4. Some employers place great importance on academic qualifications whereas the link between this and success in management is not necessarily strong. Some recruiters use handwriting as a criterion. The report states that there is little evidence to support the validity of **the latter** for assessing working ability. References, also, are sometimes unreliable as they are rarely critical, whereas checks on credit and security records and applicants' political leanings are often the opposite.
- 5. The report is more favorable towards trainability tests and psychometric ones which test personality personal and mental skills. The report concludes by suggesting that interviewing could become more reliable if the questions were more structured and focused on the needs of the employing organization.

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I COMP	- TENI	CION.	14 POINTS		
A. Answer these questions I. COMPR	EHEIN	51011.	14 101112		
A. Answer these questions according to the	he text.	(5 points	<u>s)</u>		
1. What does BIMS stand for?					

2. List three methods employers use to recre		J_4	••••••		
a	uit candio	dates.			
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3. Why are references not always reliable?					
••••••					
D 4 41		•••••			
B. Are these sentences true or false? Jus	stify. (3	<u>Bpoints)</u>			
1. Recruiters confirm that the selection me	ethods er	ncourage reci	ruitment		
·····	•••••			• • • • • • • • • • • • • • • • • • • •	
Success in management is greatly conne	cted to a	cademic qua	lifications	3	
		••••••			
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		• • • • • • • • • • • • • • • • • • • •			
3. The report is against trainability and psy	chometr	ric tests			
3. The report is against					
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, mean th	ie same	as: (3 pc	ointe)	*****************	
C. Find in the text words which mean th			Z.M.S.		
		• • • • • • • • • • • • • • • • • • • •	•••		
1. reject: (paragraph 1)		•••••			
2. principal: (paragraph 2)					
(maragraph 4)		•••••	•••		
3. abilities: (paragraph 4)	_				

Ne rien écrire dans ce cadre

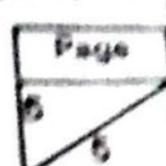
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Sujet de l'Examen Na	tional du Brevet	de Technicien	Supérieur	- Session Ma	ui 2018 -	Page
Filière : Toutes les filière	es du BTS industi	riel Épreuve : La	a langue angl	aise		3 5
D. What do the underlin	ned words in the	e text refer to?	(3points)			
1. they: (paragraph 1)						
2. those: (paragraph 2)	•••••••					
3. the latter: (paragraph	ı 4)					
	II. LANC	GUAGE:	14 POII	NTS		
A. Rewrite the following	z sentences begi	nning with the	e words give	n. (3points)		
. The CEO didn't attend	the meeting base	1	- a mingion			
If	the meeting bec	ause ne was or	i a iiiissioii.			
. "Can you offer a discou	ınt on the new n			••••••	••••••	
The client asked the supp	plier	ur chase?				
The government has rec	cently increased	taxes by 20%	••••••	•••••••	••••••	•
Taxes		unes by 2070.				
			••••••	• • • • • • • • • • • • • • • • • • • •	••••••	•••
Circle the correct answ	ver: (3points)				
You'd better	punctual	for the interv	iew.			
a. to be	b. being	c. be			t	
The customer returned the	he goods we		wit	hout any reaso	n.	
a. had delivered				•		
This year's sales are		la	st year's.			
a. the lowest	b. lower	c. as lov				

Ne rien écrire dans ce cadre Sujet de l'Examen National du Brevet de Technicien Supérieur Page Filière : Toutes les filières du BTS industriel Épreuve : La langue anglaise - Session Mai 2018 -C. Match the words with their definitions: (4 points) 1- billboards A. a time or date by which work must be completed. 2- a union B. an arranged meeting with someone. 3- a deadline C. buildings and land owned by a company. 4- commute D. large signs for advertising. 5- premises E. an amount of money borrowed from a bank. 6- a loan F. send a delivery out from a warehouse. 7- dispatch G. travel to and back from work. 8- appointment H. an organisation that supports workers' rights. D. Complete these sentences with the right words from the list: (4 points) shift / investment / distribution / launch / competitive / estimation / skills 1- We willthe advertising campaign in June next year. 2- You will earn more money if you work the night 3- Before we start the new project, we need an......of the cost. 4- We must reduce prices to remain..... **III-COMMUNICATION: 12 POINTS** A. What would you say in each of these situations? (4 points) 1. Your co-worker wants to resign from his job. (Advise him) 2. The workers in the company are not treated equally. (Complain to the manager) 3. You want to leave the office early. (Make a request to the manager) 4. The boss wishes to make the employees more satisfied. (Make a suggestion)

Ne rien écrire dans ce cadre

Sujet de l'Examen National du Brevet de Technicien Supérieur - Session Mai 2018 -

Filière : Toutes les filières du BTS industriel Épreuve : La langue anglaise



B. Writing: (8 points)

You are Mehdi Haddioui, the Human Resources Manager at Mac Tech, Avenue Nasr N°132, Errachidia.

Write a letter to Youness Naciri, N°12 Street Nahda Midelt, who failed to get a job as an accountant. Include the following points:

- Thank him for coming to the interview.
- Explain why he did not get the job (lack of experience and training/ poor communication skills).

- Promise to call him up for another interview when possible.
- End your letter politely.