



Filières:	Toutes les filières du BTS Industriel (DSI - SRI - MCW - SE - FI - EA - CI - MA - MI - MPC - AV - AG - Bâtiment Énergétique Productique Moulins)	Durée:	02h
Épreuve de:	LA LANGUE ANGLAISE	Coefficient:	10

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 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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N° d'examen :			
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Epreuve de : La langue anglaise			
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Epreuve de : La langue anglaise		Nom et signature du correcteur :	Réservé au Secrétariat d'examen
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I. COMPREHENSION: 14 POINTS

A. Answer these questions according to the text. (5 points)

1. What does BIMS stand for?

.....

2. List three methods employers use to recruit candidates.

a-.....

b-.....

c-.....

3. Why are references not always reliable?

.....

B. Are these sentences true or false? Justify. (3 points)

1. Recruiters confirm that the selection methods encourage recruitment. _____

.....

2. Success in management is greatly connected to academic qualifications. _____

.....

3. The report is against trainability and psychometric tests. _____

.....

C. Find in the text words which mean the same as: (3 points)

1. reject: (paragraph 1)

2. principal: (paragraph 2)

3. abilities: (paragraph 4)

Ne rien écrire dans ce cadre



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D. What do the underlined words in the text refer to? (3points)

1. they: (paragraph 1)
2. those: (paragraph 2)
3. the latter: (paragraph 4)

II. LANGUAGE: 14 POINTS

A. Rewrite the following sentences beginning with the words given. (3points)

1. The CEO didn't attend the meeting because he was on a mission.
- If.....
2. "Can you offer a discount on the new purchase?"
- The client asked the supplier
3. The government has recently increased taxes by 20%.
- Taxes.....

B. Circle the correct answer: (3points)

1. You'd betterpunctual for the interview.
a. to be b. being c. be
2. The customer returned the goods we.....without any reason.
a. had delivered b. have delivered c. will deliver
3. This year's sales are last year's.
a. the lowest b. lower c. as low as

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C. Match the words with their definitions: (4 points)

1- billboards	A. a time or date by which work must be completed.	1. →
2- a union	B. an arranged meeting with someone.	2. →
3- a deadline	C. buildings and land owned by a company.	3. →
4- commute	D. large signs for advertising.	4. →
5- premises	E. an amount of money borrowed from a bank.	5. →
6- a loan	F. send a delivery out from a warehouse.	6. →
7- dispatch	G. travel to and back from work.	7. →
8- appointment	H. an organisation that supports workers' rights.	8. →

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)

.....

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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.