

Unit 07: Recruitment & Selection

1.

_____ means that the person employed for the job is the best possible candidate for it, with all the required skills, talents and qualifications of the job.

Effective recruitment

Efficient recruitment

Ineffective recruitment

Inefficient recruitment

2.

Which is an internal factor of recruitment?

Size of organization

Demographic factors

Labor Market

Unemployment Rate

3.

Which is an external factor of recruitment?

Size of organization

Recruiting policy

Image of organization

Competitors

4.

_____ refers to the process of identifying, attracting, interviewing, selecting, hiring and onboarding employees.

Selection

Hiring

Recruitment

Induction

5.

_____ involves filling vacancies with existing employees from within an organization.

Retained recruitment

Outplacement
recruitment

Internal recruitment

Contingency
recruitment

6.

In contingency recruitment, there is no upfront fee to fill the position.

True

False

7.

_____ is designed to provide displaced employees with the resources to find new positions or careers.

Retained recruitment

Outplacement
recruitment

Internal recruitment

Contingency
recruitment

8.

Persons who are already working in an organization constitute the_____ sources of recruitment.

Internal Sources

External Sources

Applied Sources

All of the above

9.

Retrenched employees, retired employees, dependents of deceased employees constitute _____ sources of recruitment.

Internal Sources

External Sources

Applied Sources

All of the above

10.

Which is not a challenge of recruitment in India?

Difficulty in finding
qualified candidates

Good candidate
experience

Candidate screening
challenges

Integrating multiple
recruitment solutions

11.

_____ is a private employment agency that maintains computerized lists of qualified applicants and supplies these to employers willing to hire people from the list for a fee.

Campus Recruitment

Employment
Exchange

Search firms

Gate Hiring and
Contractors

12.

_____ is the method of recruitment used by small and medium sized Organizations generally where semi-skilled workers are required.

Campus Recruitment

Employment
Exchange

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13.

_____ involves movement of employee from a lower level position to a higher level position accompanied by changes in duties, responsibilities, status and value.

Promotions

Transfers

Job posting

Employee referrals

14.

_____ is a lateral movement within the same grade, from one job to another. It may lead to changes in duties and responsibilities, working conditions, etc., but not necessarily salary.

Promotions

Transfers

Job posting

Employee referrals

15.

Which is not a merit of external source of recruitment?

Hiring costs

Motivational force

Wide choice

Long term benefits

16.

_____ is a process of picking the right candidate with prerequisite qualifications and capabilities to fill the jobs in the organization.

Selection

Recruitment

Placement

Induction

17.

Rejecting unsuitable CVs and finding the best candidate is an objective of _____

Selection

Recruitment

Placement

Induction

18.

The Purpose of Screening is to _____ the number of applicants being considered for selection.

Increase

Decrease

Stable

All of the above

19.

_____ is a mental ability test.

Intelligence tests

Achievements tests

Aptitude tests

Personality tests

20.

_____ is the analysis of lines, loops, hooks, strokes, curves in a person's handwriting to assess the person's personality and emotional make up.

Graphology tests

Polygraph tests

Integrity tests

Assessment Center

21.

What are the different types of selection interview?

Panel interview

Stress Interview

Structured Interview

All of the above

22.

There is a contractual relation between the employer and the candidate in Selection.

True

False

23.

_____ is a formal record of an individual's application for employment.

Application form

Employment tests

Interview

Medical Examination