



ELIZADE UNIVERSITY, ILARA-MOKIN, ONDO STATE

FACULTY: HUMANITIES, SOCIAL AND MANAGEMENT SCIENCES

DEPARTMENT: HUMAN RESOURCE MANAGEMENT

FIRST SEMESTER EXAMINATION 2020/2021 ACADEMIC SESSION

COURSE CODE: HRM 205

COURSE TITLE: RECRUITMENT, SELECTION AND PLACEMENT

DURATION: 2 HOURS 30 MINUTES

INSTRUCTION: ANSWER THREE QUESTIONS ONLY

1a. Explain how job seekers evaluate the attractiveness of a job and the organisation, and use that judgment to make a choice when applying for a job according to Behling, Labovitz and Gainer (1968) theory.

1b. Not all organisation recruitment and selection strategies are perfect, discuss at least five reasons why some organisations recruitment and selection strategies may fail.

2a. XYZ Nigeria, Ltd. is looking for a Chinese Information Technology (IT) professional and a Zambian Trainee Manager. Discuss your advice to the organisation in terms of factors to consider before recruiting applicants from other countries?

2b. In chronological order, explain the steps involved in the recruiting process of an organisation.

3a. Recruiters use selection tests and job interviews to make decisions from a pool of potential hires who have been drawn through the recruitment process. Discuss the statement and state the benefits and drawbacks of both choices.

3b. For current and potential human resource needs, create a standard recruitment and selection flow chart.

4a. Any seasoned HR professional in charge of recruitment and selection will come across a position that is very difficult to fill on some occasions. How can you handle this problem of recruitment and selection?

4b. Explain what is meant by a job design, job description and person specification, and list five items that should be included in job description and person specification.

5a. Differentiate between employee placement, orientation and induction. Highlight the first six steps to take during employee induction and orientation process.

5b. Any company has the option of selecting candidates from one of two sources during the recruitment process. As an HR manager of Leumas Nigeria Ltd, the organisation is looking for a secretary and a finance manager. What sources of recruitment would you use, and why?