

JAIPURIA INSTITUTE OF MANAGEMENT, NOIDA**PGDM / PGDM (M) / PGDM (SM)****FOURTH TRIMESTER (Batch 2016-18)****MID TERM EXAMINATIONS**

Course Name	Talent Acquisition	Course Code	HR 403
Max. Time	1 hour	Max. Marks	20 MM

INSTRUCTIONS: All questions are mandatory

1. List at least five factors affecting recruitment policy of an organization. (5)
2. Differentiate between external and internal recruiting sources. Give a few examples of internal and external sources of recruitment. (5)
3. Nikita Corporation of Japan is a world leader in white goods and is looking forward to expand its business in India with Delhi as its choice of Corporate Office and factory in Greater Noida. It is in process of hiring the following candidates: (a) Front Office Executive (b) Sales and Marketing Manager.
In brief, tell the various steps involved in the selection of these candidates in the organization. List at least 3 competencies required for each of the profile mentioned above and why do you consider it important. (5)
4. Assume you are the general manager (HR) of a reputed multinational heavy engineering firm with operations in several countries. A no. of senior and experienced employees of that firm is nearing retirement. Though there is a pool of young and talented employees, the firm is likely to experience a shortage of employees ready to assume leadership roles after the retirement of senior employees. The management believes that the success of the firm is largely due to the respect and reputation that the senior employee of the firm enjoys in the industry globally. As a general manager (HR), persuade the top management of the importance of succession planning in the organization. Explain how it is an important source of staffing in organization. (5)