

JAIPURIA INSTITUTE OF MANAGEMENT, NOIDA
PGDM (G/SM/M)
FOURTH TRIMESTER (Batch 2021-23)
END-TERM EXAMINATIONS, NOV, 2022
Set-II

Course Name	Talent Acquisition	Course Code	HR 20322
Max. Time	2 hours	Max. Marks	40 Marks

INSTRUCTIONS:

- All questions are mandatory to answer.
- Please write legibly and precisely with examples

PLS Ltd was mainly depending on internal referrals and promotions for acquiring talent. But in recent past they observed that there is spike in attrition hence existing sources were not appropriate to handle the requirement of manpower. Industry trends were as such where people were adopting various means like going for campus hire, lateral hiring through attracting footfalls, talent scouting etc. HR at PLS thought of using the same strategy and changed its policy for hiring. A year plan was chalked out. The consultant had objections on the plan because it was lopsided in form of giving more emphasis to traditional sources. Consultant wanted to source through digital media as well apart from other means. Finally, the management agreed to adopt a path where the company will look outward rather than inward only for talent acquisitions.

Q.1. In the context of above case let, elaborate why companies need to look beyond referrals and promotions while acquiring talent.

(10 marks)

MTC Limited was specific to recruitment and selection. They were performing well and on time in terms of filling vacant position. But despite that company had been facing scarcity of sincere employees. The company was providing bonus, annual increment and everything to their employees. Despite that many performing employees were leaving the company in short span of time. It was a concern and therefore CEO decided to hire a consultant to look into the matter and prescribe the solution to it.

Q.2. MTC needs to revisit its talent acquisition process, the focus should be on recruiting performing employees but with history of long retention in past. Discuss benefits of Talent Acquisition perspective in light of above case let.

(10 marks)

The complex multiple tools used screening process during application for recruitment led to ending up with lesser number of candidates. Screening process for any job should focus at shortlisting candidates at initial stage. The objective is to get matching profiles and good candidates. SRS International Ltd developed a screening process which was able to screen applications based on requirements of job. Consideration of Job description was an important thing in this process. The effort was now to screen in good candidates and take them in next level for selection process. Psychometric test was used to screen the candidate at application level only and it was found useful to get candidates with specific competency.

Q.3 Screening candidates at application level with only psychometric test made the screening process easy and more candidates were now in the basket. Psychometric test for screening can help SRS in getting candidates in job fit. Analyze.

(10 marks)

ARD India pvt ltd had been lot of challenges in acquiring able talent. The management was working on how to create an effective selection process and it was found that there were issues in interviewing processes. One of Consultants hired for guiding on human resource issues suggested use of STAR and BEI interviews technique and see how it impacts the talent acquisitions.

Q.4 New modes of interview has added value to Talent Acquisition significantly for ARD India Pvt Ltd. Explain about STAR and BEI interview with its uses in industry with example.

(10 marks)