JAIPURIA INSTITUTE OF MANAGEMENT, NOIDA
PGDM / PGDM (M) / PGDM (SM)
FOURTH TRIMESTER (Batch 2017-19)
END TERM EXAMINATIONS, OCTOBER 2018

Course Name	**Talent Acquisition**	Course Code	**HR403**
Max. Time	**2 hours**	Max. Marks	**40 MM**

INSTRUCTIONS:
All questions are compulsory carrying 10 marks each.
Please write your answers legibly and to the point.

Q.1. Describe the purpose of electronic resume. How does it help applicant tracking system (ATS) in the process of recruitment.

Q.2. Explain the legal and ethical issues in recruitment. Elaborate the approach an organisation should adopt in dealing with the issues of diversity including gender diversity for ensuring equality in recruitment and selection.

Q.3. Develop or create job advertisement for the openings in a software company. Explain the significance of career web -site in the recruitment process. Suggest the contents of pre placement talk in campus interview.

Q.4.   **Case**
A premier warehousing and logistics company is having pan India presence and operates 475 warehouses in different parts of the country. The company is continuously profit making organisation and has large asset base in the industry besides having huge surpluses and reserves. The company has earned net profit of more than 200 crores in the year 2017—18. Presently the organisation is having about 4000 regular employees besides engaging 8000 out sourced manpower as most of the jobs which are not regular in nature have been outsourced.
The Company is facing two problems. On the one hand regular employees are superannuating in large numbers and on the other hand average age of employees is more than 55 years and it is becoming very difficult to implement new project of computerisation. In the next three years approx 1600 employees would retire.

In view of the above company has made plans to go for recruitment and approved budget of Rs. 5 crores for the year 2019-2020. The company plans to induct about 800 candidates in different disciplines including IT professionals in the year 2019-201r. Avearge Cost per candidate for online recruitment is Rs. 900. However if candidates are recruited through written test comprising of OMR sheets and interview, average cost per candidate gets reduced to Rs. 500.

Answer the following:
a) Develop recruitment plan of the organisation for next three years.
b) Suggest whether company should go for recruitment process comprising OMR sheets and interview or fully on line recruitment of course including interview.