

Recruitment & Selection - MCQs

1. Which of these is the purpose of recruitment?

- a. Make sure that there is match between cost and benefit
- b. Help increase the success rate of the selection process by reducing the number of visibly underqualified or over qualified job applicants.
- c. Help the firm create more culturally diverse work - force
- d. None of the above

2. The poor quality of selection will mean extra cost on _____ and supervision.

- a. Training
- b. Recruitment
- c. Work quality
- d. None of the above

3. Which of these is the most important external factor governing recruitments?

- a. Sons of soil
- b. Labour market
- c. Unemployment rate
- d. Supply and demand

4. While recruiting for non - managerial, supervisory and middle - management positions which external factor is of prime importance?

- a. Political - Legal
- b. Unemployment rate
- c. Labour market
- d. Growth and Expansion

5. Which of the following act deals with recruitment and selection?

- a. Child labour act
- b. The apprentices act
- c. Mines act
- d. All of the above

6. A major internal factor that can determine the success of the recruiting programme is whether or not the company engages in _____.

- a. HRP
- b. Selection
- c. Induction
- d. None of the above

7. _____ refers to the process of identifying and attracting job seekers so as to build a pool of qualified job applicants.

- a. Selection
- b. Training
- c. Recruitments
- d. Induction

8. How many stages does the recruitment process comprise of?

- a. 2
- b. 6
- c. 9
- d. 5

9. Rearrange the following steps of recruitment.

- I. Searching
- II. Evaluation and control
- III. Planning

IV. Screening

V. Strategy development

a. III, II, I, V, IV

b. III, V, I, IV, II

c. IV, V, III, I, II

d. II, I, IV, V, III

10. _____ express the relationship of applicant inputs to outputs at various decision points.

a. Number of contacts

b. Yield Ratios

c. Type of contacts

d. Technological sophistication

11. Which of the following are the decisions to be made while devising the strategies to hire?

a. Geographic distribution of labour markets comprising job seekers

b. Make or buy employees

c. Sequencing the activities in the recruitment process

d. All of the above

12. Which decision in strategy development relates to the methods used in recruitment and selection?

a. Sources of recruitment

b. Technological sophistication

c. Sequencing the activities in the recruitment process

d. all of the above

13. Choose the odd man out.

a. Acquisitions and mergers

b. Radio and television

c. Former employees

d. Advertisements

14. What is the natural perception of people on the process of recruitment and selection?

- a. Positive
- b. Negative
- c. Both positive and negative
- d. None of the above

15. What is the main objective of the recruitment and selection process?

- a. Recruit the right candidates
- b. Meet the high labour turnover
- c. To reduce the costs of recruiting
- d. None of the above