

218- Lab in Recruitment and Selection

1. What are the key elements to be analyzed in recruitment advertisements?

- A. Job Specification, Selection Mode, Documentation
- B. Personality, Aptitude, Competency
- C. Interview Modes, List of Questions, Telephonic Interviews
- D. Documentation, Personality, List of Questions

Answer: A. Job Specification, Selection Mode, Documentation

2. In a comparative study, what aspects should be considered under "Job Specification/Description"?

- A. Documentation
- B. Salary Details
- C. Selection Mode
- D. Duties and Responsibilities

Answer: D. Duties and Responsibilities

3. Which source of recruitment advertisements may include more detailed job descriptions?

- A. Social Media
- B. Job Portals
- C. Newspapers
- D. Telephonic Interviews

Answer: B. Job Portals

4. What is a crucial aspect in the analysis of "Mode of Selection" in recruitment advertisements?

- A. Job Specification
- B. Personality Profiling
- C. Documentation
- D. Selection Process Details

Answer: D. Selection Process Details

5. What is an essential component of "Other Details" in recruitment advertisements?

- A. Interview Modes
- B. Aptitude Profiling
- C. Documentation Requirements
- D. Salary Details

Answer: C. Documentation Requirements

6. What does personality profiling in recruitment involve?

- A. Job Specification
- B. Analysis of Documentation
- C. Understanding Behavioral Traits
- D. Selection Modes

Answer: C. Understanding Behavioral Traits

7. Which technique assesses an individual's natural abilities and potential for development?

- A. Personality Profiling
- B. Aptitude Testing
- C. Competency Assessment
- D. Documentation Analysis

Answer: B. Aptitude Testing

8. What is the focus of competency profiling in recruitment?

- A. Selection Modes
- B. Job Specification
- C. Identifying Job Duties
- D. Assessing Skills and Abilities

Answer: D. Assessing Skills and Abilities

9. How do profiling techniques contribute to effective recruitment?

- A. By Analyzing Documentation
- B. By Matching Job Specifications
- C. By Conducting Telephonic Interviews
- D. By Listing Questions for Interviewers

Answer: B. By Matching Job Specifications

10. Which profiling technique helps in identifying specific skills and knowledge required for a job?

- A. Personality Profiling
- B. Aptitude Testing
- C. Competency Assessment
- D. Telephonic Interviews

Answer: C. Competency Assessment

11. What is a common mode of interview mentioned in the suggested text books?

- A. Telephonic
- B. Personal
- C. Video

D. Group

Answer: B. Personal

12. In a personal interview, what is the primary focus of questions for interviewers?

A. Documentation Analysis

B. Selection Modes

C. Analyzing Job Specifications

D. Understanding Candidate's Fit for the Role

Answer: D. Understanding Candidate's Fit for the Role

13. What is a benefit of telephonic interviews in the recruitment process?

A. In-depth Documentation Analysis

B. Cost Savings

C. Personality Profiling

D. Aptitude Testing

Answer: B. Cost Savings

14. How does the study of interview modes contribute to effective recruitment practices?

A. By Focusing on Documentation

B. By Ensuring Legal Compliance

C. By Adapting to Different Communication Channels

D. By Profiling Candidate's Competency

Answer: C. By Adapting to Different Communication Channels

15. Which book among the suggested texts specifically focuses on Successful Interviewing and Recruitment?

A. Effective Recruitment and Selection Practices

B. Recruitment and Selection (Developing Practice)

C. Human Resource and Personnel Management

D. Successful Interviewing and Recruitment

Answer: D. Successful Interviewing and Recruitment