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### Essentials of HRM

September 2022 Examination

**Q1. Explain how managers can improve the effectiveness of external recruitment? (10 Marks)**



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might be aggressive at work. This approach ensures that you ask the interviewees the right questions every time.

**Conclusion:**

Recruiting new employees assists organizations in completing duties to reap organizational desires and targets and boom productivity. As a result, recruitment is a critical component of the

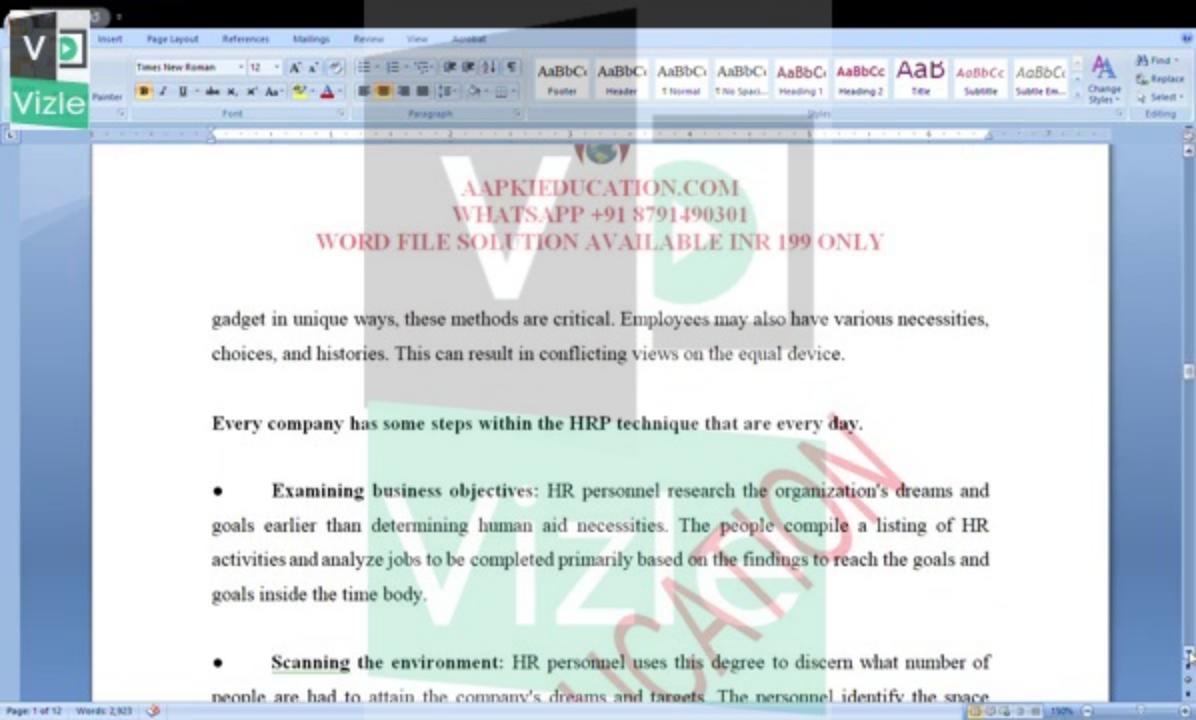
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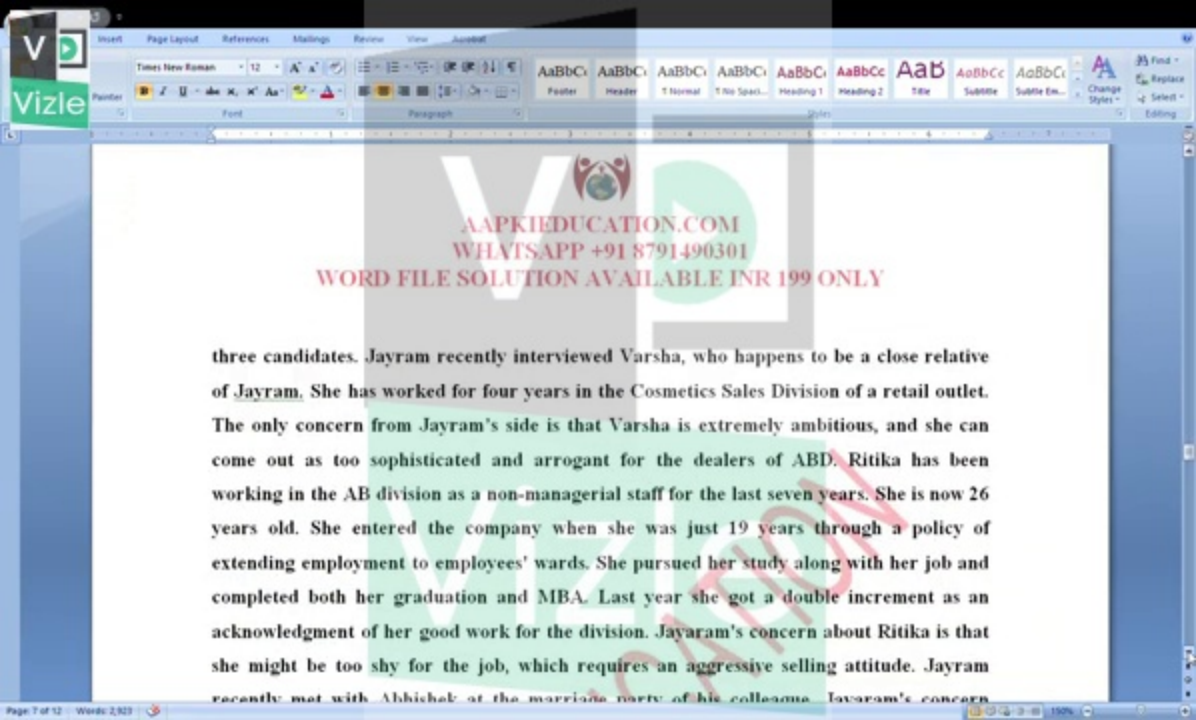


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gadget in unique ways, these methods are critical. Employees may also have various necessities, choices, and histories. This can result in conflicting views on the equal device.

Every company has some steps within the HRP technique that are every day.

- **Examining business objectives:** HR personnel research the organization's dreams and goals earlier than determining human aid necessities. The people compile a listing of HR activities and analyze jobs to be completed primarily based on the findings to reach the goals and goals inside the time body.
- **Scanning the environment:** HR personnel uses this degree to discern what number of people are had to attain the company's dreams and targets. The personnel identify the space



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three candidates. Jayram recently interviewed Varsha, who happens to be a close relative of Jayram. She has worked for four years in the Cosmetics Sales Division of a retail outlet. The only concern from Jayram's side is that Varsha is extremely ambitious, and she can come out as too sophisticated and arrogant for the dealers of ABD. Ritika has been working in the AB division as a non-managerial staff for the last seven years. She is now 26 years old. She entered the company when she was just 19 years through a policy of extending employment to employees' wards. She pursued her study along with her job and completed both her graduation and MBA. Last year she got a double increment as an acknowledgment of her good work for the division. Jayaram's concern about Ritika is that she might be too shy for the job, which requires an aggressive selling attitude. Jayram recently met with Abhishek at the marriage party of his colleague. Jayaram's concern

not shape the process profile, so she is robotically removed. This leads us to Varsha, who, even though she possesses a few defects in her persona, can handle the responsibilities.

Moreover, the manner through which she was selected is considered to be independent. She was officially interviewed and then decided on. A green selection procedure is an interview wherein the interviewer assesses the interviewee and determines whether or not the person is qualified to execute the process. In an interview, candidates are asked questions about their personal, technical, or professional background. The interview allows the employer to assess the candidate's ability, understanding, qualifications, knowledge, and aptitude. Hence, Varsha is the most suitable candidate for the task of sales govt as her skills have been adequately assessed via Jayram throughout the interview.

#### **Conclusion:**

Most people of groups around the world use choice methods which can be very just like one another. For instance, in a few western nations, candidates are ranked based on their performance in interviews. Many Eastern countries use this method, in which candidates' knowledge, abilities,



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