**Manpower Planning, Recruitment and Selection**

**September 2022 Examination**

**Q1. “E-recruitment is one of the modern channels of recruitment”. Do you agree with this statement? Why or why not? (10 Marks)**

**Answer 1.**

**Introduction**

E-recruitment is one of the modern recruiting channels. The concept of e-recruitment has changed the normal recruiting process over the last decade. This was achieved by providing a large pool of candidates and allowing HR staff to identify the most capable candidates. By definition, e-recruitment carries out the recruitment process through online means. Without e-recruitment, most organizations will find it difficult to attract a large number of potential candidates to choose the best recruitment. E-Recruiting is known in many other terms, including internet jobs, web-based jobs, and online jobs. However, these terms are all used to mean the

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**Q2. Career Anchors play vital role while deciding the career choices. Give your inputs and explain in detail. (10 Marks)**

**Answer 2**

**Introduction**

Edgar Schein, acclaimed as one of the founders of the field of modern organizational psychology, points out that each of us has a particular work direction. We all work with specific priorities and values. He calls this concept a "career anchor." It represents a combination of perceived professional abilities, including talents, motivations, values ​​and attitudes that provide stability and direction to a person's career. It is seen as the person's "motivation" or "drive." Career anchors indicate top priority needs and work life factors that you may not want to give up. Many are not really clear about their needs and skills and make inappropriate career choices that

**Q3. Human Resource is a valuable asset of the organization. The success or failure of the organization depends upon the efforts put in by the human resource.**

**a. Why do you think Performance Appraisal is important? (5 Marks)**

**Answer 3a**

**Introduction**

Performance appraisals include regular, written and systematic reviews of employee performance. Employees typically hold evaluation meetings with one-on-one discussions with line managers on past, present, and future performance issues. Performance appraisal takes a systematic approach to complement the organization with an ongoing process and assess

**Q3b. How will you encourage good performance of employees in your organization? (5Marks)**

**Answer 3b.**

**Introduction**

Positive work culture and a good organizational culture help organisations achieve effective results. This strategy can increase productivity, and employee involvement, and create an environment suitable for innovation. However, these benefits can only be achieved through employee motivation and performance.