



BOWEN UNIVERSITY, IWO
College of Management and Social Sciences
Industrial Relations and Personnel Management Programme
First Semester 2021/2022 Examination

Level	: 200
Course Title	: HRM Recruitment & Placement
Course Code	: IRP 213
Course Credit	: 2 Credits
Instruction	: Answer question one and any other two
Time Allowed	: 2 Hours
Date	: 18 th March, 2022

1. Explain the following:

- a) Recruitment **(10 Marks)**
- b) Selection **(10 Marks)**
- c) Placement. **(10 Marks)**

2a. Define personality and aptitude tests **(10 Marks)**

2b. Discuss the implications in the use of personality and aptitude tests and method of selection. **(10 Marks)**

3a. Explain your understanding of the term Internal recruitment **(10 Marks)**

3b. Internal recruitment has a number of advantages over external recruitment. Discuss. **(10 Marks)**

4a. Name the different types of interviews **(10 Marks)**

4b. Discuss how the reliability and validity of each type can be improved upon. **(10 Marks)**

5a. Identify possible sources of external recruitment **(10 Marks)**

5b. Comment on which external recruitment source you will recommend for an organization stating why? **(10 Marks)**