



**BOWEN UNIVERSITY, IWO**  
**(OF THE NIGERIAN BAPTIST CONVENTION)**  
**COLLEGE OF MANAGEMENT AND SOCIAL SCIENCES (COMSS)**  
**INDUSTRIAL RELATIONS AND PERSONNEL MANAGEMENT PROGRAMME**  
**B.Sc. INDUSTRIAL RELATIONS AND PERSONNEL MANAGEMENT DEGREE**  
**2023/2024 FIRST SEMESTER EXAMINATION**

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**COURSE CODE:** IRP 213

**COURSE TITLE:** HUMAN RESOURCE MANAGEMENT- RECRUITMENT AND PLACEMENT

**CREDIT:** 2

**TIME:** 2 HOURS

**INSTRUCTIONS:** ANSWER QUESTION 1 AND ANY OTHER 2 QUESTIONS

**DATE:** Friday 2<sup>nd</sup> February 2024

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**Question 1**

A manufacturing firm recently completed a recruitment exercise, two applicants Rom and Stan scaled through the selection process to the last stage. However, Rom was employed not because he emerged as the overall best but because of a strong tie between him and the chief executive officer (CEO), obviously he was not the best fit for the job. Stan could have been the best fit for the job but he has no relationship with the CEO, hence he was not employed.

- a. Identify the major errors in this recruitment exercise. **5 Marks**
- b. Discuss five implications of those errors to the manufacturing organization **10 Marks**
- c. Discuss five ways through which internal recruitment can be done **15 Marks**

**Question 2**

- a. Explain five objective recruitment options **15 Marks**
- b. What are the implications of choosing either the subjective or objective recruitment in human resource? **5 Marks**

**Question 3**

- a. Recruitment process begins with the analysis of the job and later extends to job description and specification. Explain these concepts **6 Marks**
- b. The recruitment process has undergone series of changes in the last few years; this is necessitated by advances in the economy and technology. Recruitment exercise is becoming stiff on account of these changes; discuss four contemporary issues in recruitment. **14 Marks**

**Question 4**

- a. Workforce planning is critical; it is helpful in the demand and supply of the right workforce into an organization. Explain five approaches to workforce planning **15 Marks**
- b. Establish a link between workforce planning and business planning **5 Marks**

**Question 5**

- a. Discuss three scopes of recruitment policy **6 Marks**
- b. Explain four selection test that can be adopted by an organization **14 Marks**