

Exam Submission Report

Student Name: DBA1 one

Course Name: Award in Recruitment and Employee Selection

Exam Title: Assignment Exam

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Que: - A solution to the presented organisation problem on recruitment and selection (with relevant literature and referencing)

Ans:

Que: - Information on where candidates can be sourced from

Ans: Online Job Portals: Platforms like LinkedIn, Indeed, and Glassdoor are excellent for targeting experienced professionals.

Employee Referrals: Encouraging current employees to refer candidates can lead to high-quality hires with cultural alignment.

University Partnerships: Collaborating with technical universities for internships or placement programs helps access fresh talent.

Hackathons and Tech Events: Hosting or participating in hackathons can attract passionate and skilled software engineers.

Specialized Recruitment Agencies: Engaging agencies with expertise in tech recruitment ensures access to a wider talent pool.

By diversifying sourcing strategies, XYZ Tech Solutions can improve the quality

and quantity of applicants.

Que: - Proposed candidate selection methods

Ans: The following selection methods are recommended for XYZ Tech Solutions:

Structured Interviews: Use predefined questions to assess technical skills, problem-solving abilities, and cultural fit.

Technical Assessments: Include coding challenges or projects that simulate real-world tasks to evaluate technical proficiency.

Panel Interviews: Involve cross-functional teams to ensure a holistic evaluation of candidates.

Work Simulations: Use job-specific tasks to assess how candidates perform in realistic scenarios.

Behavioral Assessments: Use psychometric tools to evaluate traits such as teamwork, adaptability, and innovation.

Combining these methods ensures a comprehensive assessment of both technical and interpersonal skills.

Que: - Proposed package for compensation and benefits for the chosen candidate

Ans:

Que: - Reference list

Ans: Breaugh, J. A., & Starke, M. (2000). Research on employee recruitment: So many studies, so many remaining questions. *Journal of Management*, 26(3), 405-434.

Taylor, P. J., & Small, B. (2002). Asking applicants what they would do versus what they did do: A meta-analytic comparison of situational and past-behavior employment interview questions. *Journal of Occupational and Organizational Psychology*, 75(3), 277-294.

Dessler, G. (2020). *Human Resource Management*. Pearson Education.

Chapman, D. S., & Webster, J. (2003). The use of technologies in the recruiting, screening, and selection processes for job candidates. *International Journal of Selection and Assessment*, 11(2-3), 113-120.