



Prahladrai Dalmia Lions College of Commerce & Economics
(Government Aided & Affiliated to University of Mumbai & AICTE, New Delhi)
NAAC Re-accredited with 'A' Grade (III Cycle) ISO 21001:2018 Certified
University of Mumbai Recognised Research Centre in Accountancy, Commerce & Business Economics
A Government Approved HQ2thndi Linguistic Minority Institute
54 Years of Sterling Performance in Education

NOTICE

Date: 20 /08//26

This is to inform all SYBMS students that the **internal assessment for the course RECRUITMENT AND SELECTION (2 credits) (20 marks)** will be on the following criteria:

1. **Mandatory class test for 10 marks**
2. **1 home assignment for 10 marks to be submitted during lecture timings only.**
3. A google link will be provided to the students to upload their entire project in due course.
4. **Instructions for Assignments:**
 - a) Students have to be present in person for the submission of their assignment
 - b) Submission of assignment to be done on A4 size ruled paper ONLY. **The entire assessment must be handwritten by the student himself in legible handwriting** and stapled together in a booklet format.
 - c) **The Front page (top right hand side) should contain details:**
Name of the student
Roll no.
Class and Division
Semester
Course (Subject)
Date
Name of the assignment.
 - d) Assignment must be of maximum 5 pages.
6. **If the student fails to present himself on the given date and time for submission of project and assignment he/ she will be Marked ABSENT for the said submission and no further chance will be given.**

Dr. Sailee Shringarpure
BMS Co-ordinator

Ms. Subhashini Naikar
Vice- Principal (SFC)

Prof. (Dr.) Digambar N Ganjewar
Principal

DI/N-STD/GEN/00

Recruitment and selection

Assignment

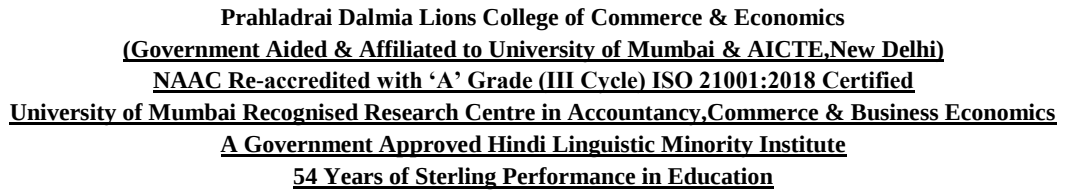
Select any 10 this write answer in detail

Module 1: Recruitment

1. Explain the meaning and concept of recruitment. Discuss its objectives.
2. Define recruitment and explain its scope and importance in an organization.
3. Explain the relevance of recruitment in achieving organizational goals.
4. Differentiate between direct and indirect recruitment with suitable examples.
5. Explain internal and external sources of recruitment. Discuss their advantages and limitations.
6. Explain internal recruitment through notification and promotion. Discuss the different types of promotion.
7. Explain the concept of transfer as an internal source of recruitment. Discuss the different types of transfers.
8. Explain employee references as a source of recruitment. State its advantages and limitations.
9. Explain campus recruitment as an external source of recruitment. Discuss its benefits to organizations.
10. Explain recruitment through advertisements, job boards, websites, and online portals.
11. Explain internship and placement consultancies as sources of external recruitment.
12. Explain the traditional methods of recruitment. Discuss In-House Recruitment, Internal Recruitment, On-Campus Recruitment, Employment Agencies, and Traditional Agencies.
13. Explain modern recruitment methods with reference to Internet Recruitment, Website and Job Search Engines, and Social Recruiting.
14. Explain niche recruitment and candidate-paid recruiters as modern recruitment methods.
15. Differentiate between traditional and modern recruitment techniques on the basis of methods, cost, reach, speed, technology, and effectiveness.
16. Explain the role of social media and internet-based recruitment in attracting talented candidates.
17. Discuss the advantages and limitations of modern recruitment methods compared with traditional recruitment methods.
18. Explain the process of evaluating a recruitment programme. What factors should an organization consider while evaluating recruitment effectiveness?
19. Explain recruitment outsourcing. Discuss its advantages, disadvantages, and factors to be considered before outsourcing recruitment activities.

Module 2: Selection

20. Explain the concept of selection. Discuss the criteria used for effective employee selection.
21. Explain the selection process from receiving applications to final appointment.
22. Explain the importance of advertisements and application forms in the selection process. Prepare a suitable format of an employment application blank.
23. Explain the meaning of screening. Discuss the pre-selection and post-selection criteria used for screening candidates.
24. Explain the different types of interviews and discuss the guidelines for an interviewer and interviewee. Also explain effective interviewing techniques.
25. Explain the different types of selection tests. Discuss common selection hurdles and suggest suitable ways to overcome them.



I hereby certify that Mr./Ms. (write your complete name), student of (write name of your college) studying in (write your class and division) has completed a project titled (write the name of your project) in the area of Fundamentals Accounting for the academic year 2026-2027.

(_____)

FACULTY INCHARGE

Prof. (Dr.) D. N. Ganjewar
Principal