

June, 2022 MMPC-001: MANAGEMENT FUNCTIONS AND ORGANISATIONAL PROCESSES

Note: (i) There are two sections, A and B. (ii) Attempt any three questions from Section A. All questions carry 20 marks each. (iii) Section B is compulsory and carries 40 marks.

**Q1. Describe and discuss different processes of recruitment and their methods. Briefly explain the importance of Training and Development in organizations. 20**

**Ans:** Recruitment is defined as prompting maximum number of candidates to apply in the organization for vacant position of job. The function of recruitment is very essential because the conclusion of recruitment function is accepting huge number of applications in order to make selection from them. The two types of recruitment process are:

**A. Internal Recruitment Process-** in internal recruitment process unoccupied job Positions are filled up by the already existing workers of the company. No applicants from outside is allowed in the internal source.

**Advantages** of internal recruitment process are

1. It is efficient and economical
2. It stimulates the already existing employees
3. Time required for training is less
4. Chances of turnovers are also less because employees are familiar with the organization's rules and regulations
5. It also helps in improving employee's performance as in order to get promotion better performance is shown by employees.
6. Employees are trained through transfer also as in the manifestation of job rotation.
7. Remaining workers can be moved to other department through transfer.

**Disadvantages**

1. No novel ideas will approach in the organization.
2. Limited choices will be there
3. Not satisfactory for new organization
4. Due to frequent transfer productivity of employees may get reduced.

**Methods of Internal Recruitment**

1. **Transfer-** transferring means carrying clients from one job position to another at the identical authority. The compensation level along with the authority level remain unchanged with the transfer. Prestige, rank and responsibilities also remained unchanged. The only thing which changes is the working place. E.g.: when a clerk is transferred from accounts to purchase department.
2. **Promotion-** promotion means transfer of employees from the current job position to higher authority level. With the promotion aspects like prestige, rank, employee's responsibility along with the authority level enhances.

**B. External Recruitment Process-** external recruitment is defined as a process in which Applications for filling the vacant job position are invited from outside the organization. It is preferred when a huge number of job positions are unoccupied.

**Advantages**

1. Fresh and novel talent contributes in the organization.
2. Wide array of options are available
3. Management comes across trained and qualified personnel.

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**E Durkheim**



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*grief counseling being offered at high school in lebanon conn* - Jul 29 2021

web oct 18 2023 danny and kathy johnson addiction is a disease said danny johnson whose wife kathy died from alcoholism you wouldn t turn your back on someone who

**first full school week in february national day calendar** - Mar 05 2022

web oct 23 2023 both campus based and online cacrep accredited school counselor programs require 100 hours of practicum and 600 hours of internship placements before