

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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**Albert A Gayle**



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web feb 16 2015 the figure below shows a context data flow diagram that is drawn for a video rental system it contains a process shape that represents the system to model in this case the video rental store it also shows the participants who will

interact with the system called the external entities

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web this erd example model represents business entities of a dvd rental store using detailed physical erd for designing database schema ready for production the dvd rental database has 15 data entities as shown in the erd here import into your project open diagram in visual paradigm

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web this question tests your proficiency at domain modelling and with using uml class diagrams internetflix wants to build a web based dvd rental business whereby customers interact with the company via the internet customers use a web interface to browse the dvd inventory ask about the availability of