

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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1. Understanding the eBook Ignou Solved Question Papers
 - The Rise of Digital Reading Ignou Solved Question Papers
 - Advantages of eBooks Over Traditional Books
2. Identifying Ignou Solved Question Papers
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Ignou Solved Question Papers
 - User-Friendly Interface
4. Exploring eBook Recommendations from Ignou Solved Question Papers
 - Personalized Recommendations
 - Ignou Solved Question Papers User Reviews and Ratings
 - Ignou Solved Question Papers and Bestseller Lists
5. Accessing Ignou Solved Question Papers Free and Paid eBooks
 - Ignou Solved Question Papers Public Domain eBooks
 - Ignou Solved Question Papers eBook Subscription Services
 - Ignou Solved Question Papers Budget-Friendly Options
6. Navigating Ignou Solved Question Papers eBook Formats

- ePub, PDF, MOBI, and More
- Ignou Solved Question Papers Compatibility with Devices
- Ignou Solved Question Papers Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Ignou Solved Question Papers
 - Highlighting and Note-Taking Ignou Solved Question Papers
 - Interactive Elements Ignou Solved Question Papers
- 8. Staying Engaged with Ignou Solved Question Papers
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Ignou Solved Question Papers
- 9. Balancing eBooks and Physical Books Ignou Solved Question Papers
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Ignou Solved Question Papers
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Ignou Solved Question Papers
 - Setting Reading Goals Ignou Solved Question Papers
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Ignou Solved Question Papers
 - Fact-Checking eBook Content of Ignou Solved Question Papers
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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