##### **Chapter 6: Recruiting**

1. The first goal of recruiting is to communicate the position in such a way that job seekers respond.

Ans: True

2. Employee referrals are not an effective means of locating potential employees for hard-to-fill positions.

Ans: False

Response: Employee referrals are an excellent means of locating potential employees for hard-to-fill positions.

3. An expatriate is a citizen of the host country hired by an organization based in another country.

Ans: False

Response: An expatriate is an individual who lives and works in a country of which s/he is not citizen. A host-country-national is a citizen of the host country hired by an organization based in another country.

4. A Blind-box ad is an advertisement that does not identify the advertising organization.

Ans: True

Response:

5. Younger employees are absent more often than older workers.

Ans: True.

##### Multiple Choice

6. Which of the following is not true regarding recruiting?

a) It is fairly easy to generate a pool of qualified candidates. People always need jobs.

b) An effective recruiting process requires a significant pool of candidates to choose from.

c) The greater the number of applicants, the better the chances of finding an individual who is best suited to the job requirements.

d) A good recruiting program should attract the qualified and discourage the unqualified.

e) Recruiting is the process of seeking sources for job candidates.

Ans: a

Response A: Correct!

Response B: True.

Response C: True.

Response D: True.

Response E: True.

7. Jamie is the director of recruiting for a large corporation. Which of the following is a warning signal that her efforts are not effective?

### a) Recruiting costs have decreased 2% over the last 10 years.

b) 65% of resumes were received through the Internet last year.

c) The applicant pool is increasingly diverse.

d) Fewer qualified applicants are applying for jobs.

e) Fewer unqualified applicants are applying for jobs.

Ans: d

Response A: No. This is terrific!

Response B: No. Lots of organizations receive lots of resumes this way.

Response C: No. This is good.

Response D: Correct!

Response E: No. This is a good thing. Organizations want to decrease unqualified applicants.

8. Youan, a recruiter, is trying to identify the different constraints that may impact his recruiting efforts. Which of the following is not a major constraint on recruiting efforts?

1. Organization image
2. Job attractiveness
3. Marketing mix

d) Government influence

e) Internal organizational policies

Ans: c

Response A: A major constraint on recruiting efforts.

Response B: A major constraint on recruiting efforts.

Response C: Correct!

Response D: A major constraint on recruiting efforts.

Response E: A major constraint on recruiting efforts.

9. Sharifa, the new chief financial officer of a Fortune 500 company, was likely located through the following source?

a) Websumes

b) Local newspaper

c) Public agency

d) “headhunter” firm

e) Monster.com

Ans: d

Response A: No.

Response B: No.

Response C: No.

Response D: Correct!

Response E: No.

### 10. Which of the following is not an external source of job candidates?

a) Employment agencies

b) Unsolicited applications

c) Employee referrals

d) Blind-box ad

e) Professional organizations

Ans: c

Response A: An external source of job candidates.

Response B: An external source of job candidates.

Response C: Correct! See page 153.

Response D: An external source of job candidates.

Response E: An external source of job candidates.

11. If your school wants to hire 5 new professors for next year (2 French, 1 Management, 1 Biology, and 1 Religion) and can only place one print ad, where should the advertisement be placed?

### a) Wall Street Journal

### b) New York Times

### c) Chicago Tribune

### d) Neighborhood weekly newsletter

### e) Chronicle of Higher Education

Ans: e

Response A: No. Just the management person would read this.

Response B: Maybe, but not the best choice.

Response C: Not unless you want to limit your geographic search.

Response D: Not unless you live in an unusual neighborhood.

Response E: Correct!

12. David is a recruiter for a large manufacturing organization. Today, as part of community outreach, he worked with an employment agency that places people drawing unemployment compensation in the area. What kind of agency is involved?

### a) Public employment agency.

### b) Private agency.

### c) Executive search firm.

### d) College placement office.

### e) Preprofessional resolution house.

Ans: a

Response A: Correct!

Response B: No. Those services are offered through local governments.

Response C: Not really the right resource.

Response D: No.

Response E: This is not a real option.

13. You graduate this year and don’t have a clue about what or where is next. If you want your job search to include the most options in the most locations, which of the following should you do?

### a) Go to lots of college job fairs.

### b) Go with an executive search firm.

### c) Create a websume.

### d) Place a blind box ad.

### e) Build a replacement chart.

Ans: c

Response A: Not your best use of time. And probably limiting geographically.

Response B: No. Wrong level for a new grad.

Response C: Correct!

Response D: No. You are the job seeker!

Response E: No.

### 14. Which of the following is accurate regarding the work preferences of Baby Boomers?

a) They look for the history of the company and the opportunity to work part-time.

b) They are interested in the market leadership of the company and the “image” it has.

c) They respond better to flexible work policies and programs designed to permit work/life balances.

d) They look for organizations that are technologically advanced; and companies that are good stewards of the environment.

e) None of the above

Ans: b

Response A: Traditionalists.

Response B: Correct!

Response C: Generation Xers.

Response D: Generation Yers.

Response E: Wrong answer.

15. Which of the following is not an advantage of the promotion-from-within-wherever-possible policy?

a) It builds more morale.

b) It leads to a more diverse workforce.

c) It is good public relations.

d) It encourages good individuals who are ambitious.

e) It is less costly than going outside to recruit.

Ans: b

Response A: This is an advantage.

Response B: Correct!

Response C: This is an advantage.

Response D: This is an advantage.

Response E: This is an advantage.