Exam Submission Report

Student Name: DBA1 one

Course Name: Award in Recruitment and Employee Selection

Exam Title: Assignment Exam

Submitted On: 2025-06-20 07:53:12

Que: - A solution to the presented organisation problem on recruitment and selection (with relevant literature and referencing)

Ans:

Que: - Information on where candidates can be sourced from

Ans: Online Job Portals: Platforms like LinkedIn, Indeed, and Glassdoor are excellent for targeting experienced professionals.

Employee Referrals: Encouraging current employees to refer candidates can lead to high-quality hires with cultural alignment.

University Partnerships: Collaborating with technical universities for internships or placement programs helps access fresh talent.

Hackathons and Tech Events: Hosting or participating in hackathons can attract passionate and skilled software engineers.

Specialized Recruitment Agencies: Engaging agencies with expertise in tech recruitment ensures access to a wider talent pool.

By diversifying sourcing strategies, XYZ Tech Solutions can improve the quality

and quantity of applicants.

Que: - Proposed candidate selection methods

Ans:

Que: - Proposed package for compensation and benefits for the chosen candidate

Ans: To attract and retain skilled software engineers, XYZ Tech Solutions should offer a competitive and comprehensive compensation package:

Base Salary: Competitive with market standards, benchmarked against similar roles in the industry.

Performance Bonuses: Incentivize high performance through quarterly or annual bonuses.

Equity Options: Offer stock options to align employee interests with company success.

Work-Life Balance: Flexible working hours, remote work options, and paid time off policies.

Professional Development: Provide funding for certifications, courses, and conferences.

Health and Wellness Benefits: Comprehensive health insurance, wellness programs, and gym memberships.

Career Growth Opportunities: Clear career progression plans with mentorship programs.

Other Perks: Include on-site amenities, team-building activities, and recognition programs.

By offering a mix of monetary and non-monetary benefits, XYZ Tech Solutions can enhance employee satisfaction and loyalty.

Que: - Reference list

Ans: Breaugh, J. A., & Starke, M. (2000). Research on employee recruitment: So many studies, so many remaining questions. Journal of Management, 26(3), 405–434.

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Dessler, G. (2020). Human Resource Management. Pearson Education.

Chapman, D. S., & Webster, J. (2003). The use of technologies in the recruiting, screening, and selection processes for job candidates. International Journal of Selection and Assessment, 11(2-3), 113–120.