

# Exam Submission Report

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**Student Name:** DBA1 one  
**Course Name:** Award in Recruitment and Employee Selection  
**Exam Title:** Assignment Exam  
**Submitted On:** 2025-06-20 13:50:30

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

Ans: XYZ Tech Solutions should enhance its recruitment process by accurately representing job roles to reduce mismatched expectations. A competency-based approach can align candidate skills with job requirements (Armstrong, 2014). Use realistic job previews (RJP) to provide candidates with a clear understanding of job tasks (Phillips, 1998). Implement structured interviews and validated psychometric tests to ensure unbiased hiring. Invest in employer branding and internal feedback systems to refine the hiring process.

**Que: - Information on where candidates can be sourced from**

Ans:

**Que: - Proposed candidate selection methods**

Ans:

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

Ans:

**Que: - Reference list**

Ans: Armstrong, M. (2014). A Handbook of Human Resource Management Practice. Kogan Page.

Phillips, J. M. (1998). The Realistic Job Preview: A Critical Review. Personnel Psychology.

Dessler, G. (2017). Human Resource Management. Pearson.

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