

BRAIN INTERNATIONAL SCHOOL

SUBJECT: BUSINESS STUDIES

CLASS XII

JULY'18

Chapter -6: Staffing

1. "External sources of recruitment are better than internal sources of recruitment," Do you agree with this statement? Give four reasons in support of your answer.
2. "It is a process of increasing knowledge and skills". It is a process of learning and growth." Identify two concepts and differentiate between them
3. "An organisation can achieve its objectives only when it has the right persons in the right positions." In the light of this statement, identify the management function and explain any four points highlighting its importance
4. Which source of requirement is needed to bring new blood in the organization? Explain any three advantages of this source
5. The workers of 'Vyam Ltd.', are unable to work on new &hi-tech machines imported by the company to fulfill the increased demand. Therefore, the workers are seeking extra guidance from the supervisor. The supervisor is over burdened with the frequent calls of the workers. Suggest how the supervisor, by increasing the skills & knowledge of workers, can make them handle their work independently? Also state any three benefits that the workers will derive by the decision of the supervisor.
6. Nishant the director of a garment company, is planning to manufacture bags for the utilization Of waste material from one of his garment units. He has decided that this manufacturing unit will be set up in a rural area of Orissa where people have very few job opportunities and labour is available at very low rates. He had also thought of giving equal opportunities to men & women. For this he wants four different heads for sales, Accounts, Purchase and Production. He gives an advertisement and shortlists ten candidates per post after conducting different selection tests.
 - (i)Identify & state the next three steps for choosing the best candidate out of the candidates short listed.
 - (ii)Identify two values which Nishant wants to communicate to the society by setting up the manufacturing unit.
7. X Ltd., is setting up a new plant in India for manufacturing auto components. India is highly Competitive & cost effective production base in this sector. It plans to capture 40% of the market share in India & also export to the tune of at least\$6 million in about 2 years of its planned operations. To achieve these targets it requires a highly trained & motivated work force. Advice the company regarding
 - (i)Which source of recruitment the company should rely upon?
 - (ii)Which methods of training& development should the company initiate?