



NATIONAL OPEN UNIVERSITY OF NIGERIA
Plot 91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi - Abuja
FACULTY OF MANAGEMENT SCIENCES
DEPARTMENT OF BUSINESS ADMINISTRATION
2024_2 EXAMINATION

COURSE TITLE: PERSONNEL STAFF EVALUATION

COURSE CODE: MBA821

CREDIT UNIT(S): 3 Credit Units

INSTRUCTIONS: 1. Indicate your Matriculation Number clearly

2. Answer question one (1) 25marks and any other three questions 15marks each

TIME ALLOWED: 21/2 Hours

1. In a tabular form, differentiate between concurrent validity, predictive validity and criterion validity. Why is the validity test very important in a psychometric quality test? **25mks**
2. The selection procedure consists of a series of steps; discuss each of the steps involved in selection process and choose two that you feel are very important with reasons supporting your choice. **15MKS**
3. Before an HR specialist can organise an effective interview session, there are a number of ideal principles he has to consider: Discuss these principles and why they are germane in accomplishing the interview objectives. **15MKS**
4. Identify the various sources from which candidates can be attracted when recruiting and the merits of recruiting from within. Discuss guiding principles to organizing an effective interview session. **15MKS**
5. Some factors do have impact on how well future demand is forecasted; discuss three factors each from internal and the external factors involved and discuss the systematic selection procedures available for determining the best out a number of applicants. **15mks**