

MODULE:3 TALENT ACQUISITION



COURSE INSTRUCTOR

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Six Steps of Successful Talent Acquisition



01 Sourcing and Lead Generation

Discover new talent from different sources such as networking, past candidates or branding.



02 Attracting Candidates

Prepare a salary and benefits package that will draw in top-notch candidates.



03 Interviewing and Assessing

Reduce the pool of candidates through interviews that hone in on how well the candidates' skills match the needs of the role and the vision of the company.



04 Checking References

Reach out to past managers of your chosen candidates and perform background checks if necessary.



05 Final Selections

Collaborate between the talent acquisition manager, hiring manager, and human resources team to determine the best candidate.



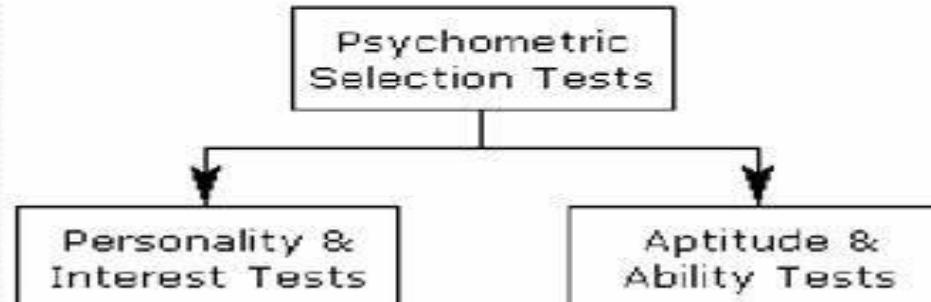
06 Hiring and Onboarding

Extend an offer and onboard your new team member, making introductions to other team members and integrating them into your company culture.



A **psychometric test** or assessment is an evaluation of a candidate's personality traits and cognitive abilities. They also help assess mental health status by screening the individual for potential mental disorders.

Psychometric Test



APTITUDE TEST

- An aptitude test is a form of psychometric assessment, used to measure an individual's natural strengths in a given area.
- An aptitude test typically falls into one of two categories: 1. Abilities tests and 2. Behavioural tests.
- The first category focuses on cognitive function, measuring skills like critical thinking, and problem solving.
- The second explores your character, preferred working styles, and situational judgement...



Common Aptitude tests..

- Verbal reasoning tests

Q2

B, T, R, X, S and Z are sitting in a row. S and Z are in the centre.
B and T are at the ends. R is sitting to the left of B.
Who is to the **right of T** ?

A: B

B: X

C: Z

D: S

CHOOSE THE CORRECT ANSWER ?

UK Social Networking Websites Usage Statistics

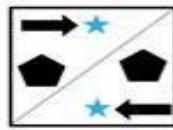
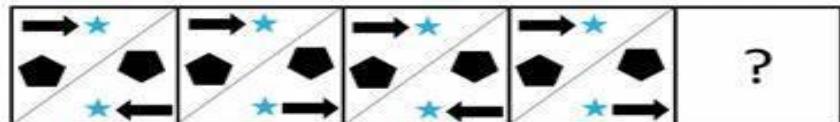
Age Range	# of Entrances (million per day)		Average Duration of Usage (per person per hr./day)	
	Men	Women	Men	Women
13-19	5.1	5.5	2.3	2
20-29	6.3	6.7	1.6	1.5
30-39	8.5	4.9	1.5	1
40-49	3.5	3	1	0.5
50-59	2.5	2.3	0.3	0.6

Note: Proportion are of men and women in the UK is 50-50.

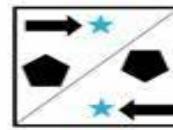
In which age range is the total number of entrances to social networking websites the second highest?

- A. 13-19
- B. 20-29
- C. 30-39
- D. 40-49
- E. 50-59

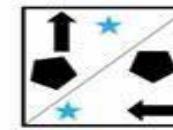
Complete the sequence by identifying the moving objects:



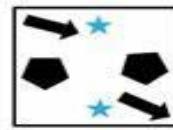
A



B

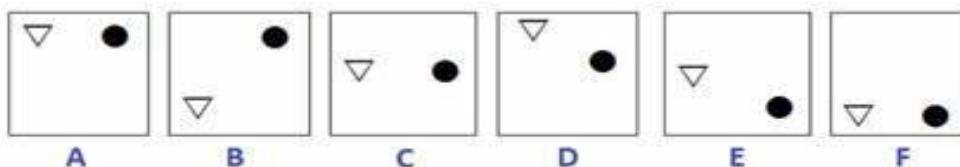
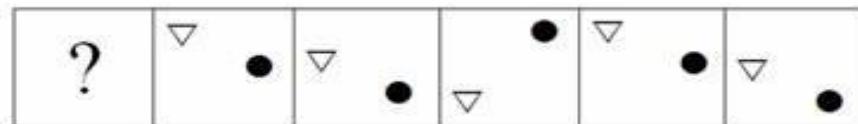


C



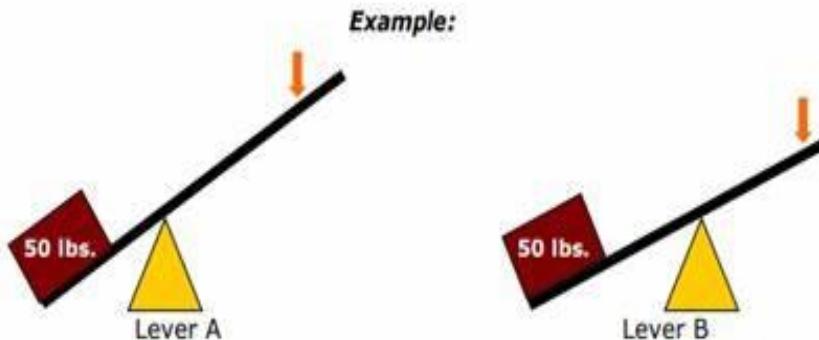
D

- Abstract reasoning tests



- Diagrammatic reasoning tests

- Mechanical reasoning tests



Which of the two levers require less force (in the direction indicated by the arrow) to lift the box?

- A. Lever A
- B. Lever B
- C. Both require an equal amount of force.
- D. Cannot be determined.

- Situational judgement tests

When an upset customer is describing a problem, which action should be avoided?

- A Spending too much time listening to the customer's description of the problem.
- B Gently asking the customer to calm down so that you can help them.
- C Suggesting that the customer speak to the manager.
- D Trying to focus the customer on their original need.
- E Promising to follow up on the problem resolution.

ATTITUDE TESTS

An evaluation of one's attitudes; that is, beliefs, or predispositions to act or respond in some consistent way to an external stimulus

Attitude Survey

Rate your satisfaction level according to the following:
(Very dissatisfied) 1 - - 2 - - 3 - - 4 - - 5 (Very satisfied)

Product marketing

1 2 3 4 5

Product usability

1 2 3 4 5

Product design

1 2 3 4 5

Delivery time

1 2 3 4 5

Customer care

1 2 3 4 5

Return policies

1 2 3 4 5

What is your gender?

Male

Female

Other (Please Specify)

- ✓ **Personality tests** are used to evaluate a candidate's values, preferences, and character traits to determine how they might behave in an occupational context.
- ✓ In a personality test, you will usually be required to rate scenarios or statements based on how much you agree or disagree with them.



Types of Personality Assessments

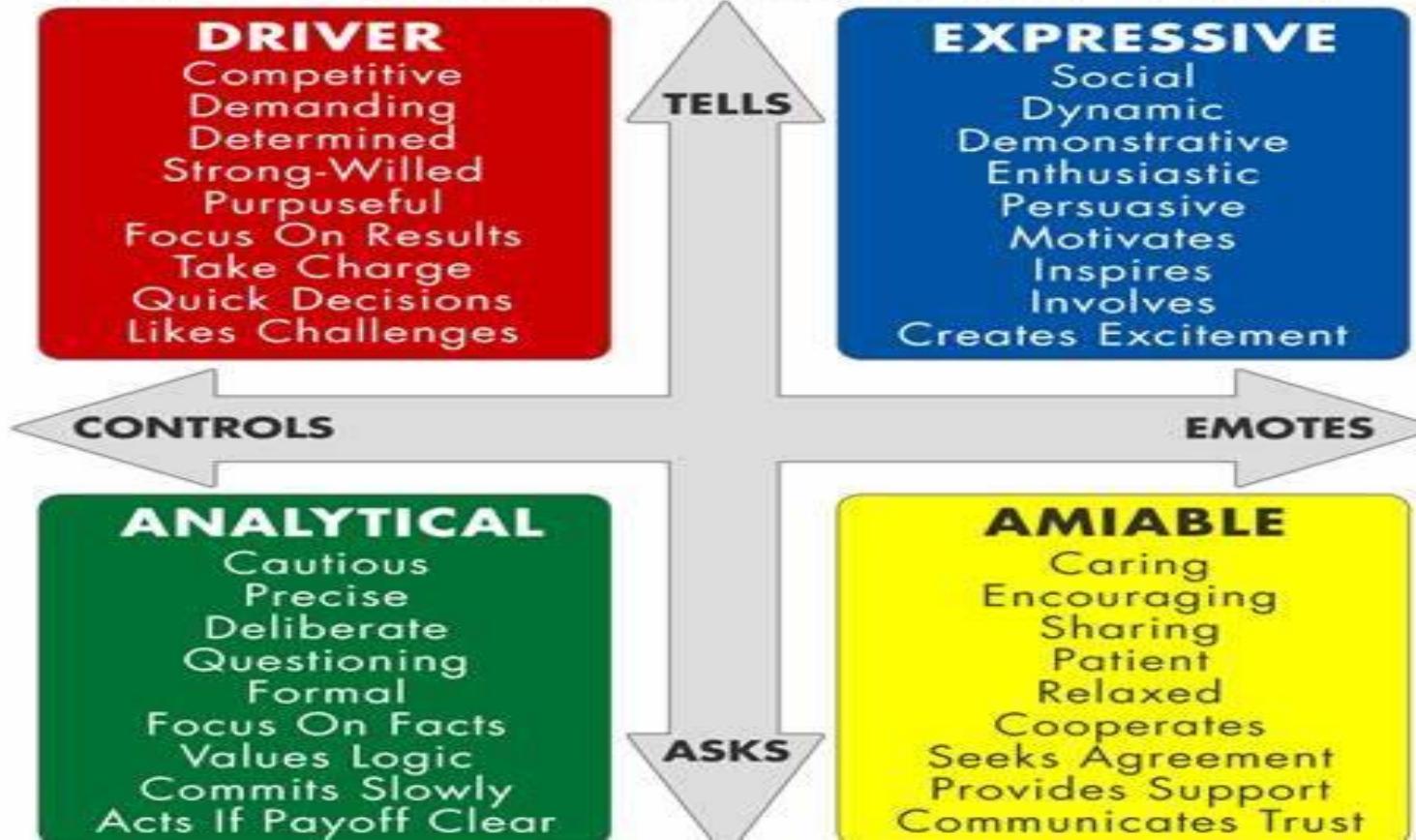
Some personality assessments seek to categorize people into relatively arbitrary “types” while some place people on a continuum of various “traits”.

- ✓ Type focused personality tests
- ✓ Trait focused personality tests



TYPE FOCUSED PERSONALITY TESTS

THE FOUR PERSONALITY TYPES



TRAITS FOCUSED PERSONALITY TESTS



Openness



Conscientiousness



Extraversion



Agreeableness



Neuroticism

CORE COMPETENCIES



Competency Development Model

Customer Focus	Organizational Agility	Personal Excellence	Innovations	Permanent Growth & Development
Customer Focus	Change Management	Developing People's Potential	Ideation	Vision
Networking	Project Management	Self Development	Innovation Management	Global Perspective
Building long term relationships	Team building	Performance Management	Creativity	Openness for new approaches
Empathy	Organizational Skills	Individualization	Curiosity	Strategic Leadership
Negotiation Skills	Adaptability	Learning	Concept Thinking	Personal Agility
Communication	Action oriented	Motivating People	Solving Problems	Achieving Results
Professional Attitude	Decision Making	Responsibility	Passion for Technology	Planning



For Queries/Feedback...

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