

HR Connect quiz 5

1. What is that main reason that recruiters need to know what sources are available in their industry and geographic region when choosing a recruitment source?
 - a. **Not all sources are available in all areas**
2. All of the following factors have been found to make the task of recruiting very challenging, EXCEPT:
 - a. **Canada's declining economy**
3. What is the main reason that recruiters need to know the budget when choosing a recruitment method?
 - a. **It will determine the methods the recruiter can afford to use**
4. Which of the following factors are NOT constraints on recruitment?
 - a. **Low quality resumes and job seekers habits**
5. In today's global knowledge economy, the presence of these workers can be a real competitive advantage:
 - a. **Highly skilled and motivated workers**
6. Which of the following is NOT a common method of recruitment?
 - a. **Job appointments**
7. Jane plans to implement an employee referral system in her company because she knows it has some unique advantages. Which of the following is not a advantage to using employee referrals?
 - a. **Recruiters can be assured that this method does not intentionally or unintentionally discriminate**
8. Cost data from previous recruiting activities could serve as useful _____ for comparison:
 - a. **Benchmarks**
9. The more important HR and organizational activities affected by recruitment include all of the following EXCEPT:
 - a. **Investing resources into selection infrastructure**
10. When evaluating the recruitment function on the basis of cost per hire, one of the major criticisms is:
 - a. **It ignores the quality of the people hired**
11. Jane wants to continue with advertising as a method of recruitment, but she wants to avoid some of the major drawbacks of placing want ads. Which of the following is NOT a drawback of advertising?
 - a. **Jane realizes she can place ads without identifying her company, and that she can instruct interested applicants to send their resume to a box number at the post office or to the newspaper**
12. What is the main reason recruiters need to know whether a recruitment method has worked in the past when choosing a recruitment method?
 - a. **Tracking over time how well certain sources have worked may guide future recruitment efforts**
13. Success in recruitment is measured by:
 - a. **The right type of applicants**