



## NỘI DUNG ÔN TẬP THI

### HỌC PHẦN: RECRUITMENT AND SELECTION HUMAN RESOURCE (3TC)

#### Bộ môn Quản trị hiệu suất và phát triển nhân tài

#### I. NHÓM CÂU HỎI SỐ 1

1. What is recruitment and selection? List the role of recruitment and selection? Some factors affected to recruitment and selection?
2. The content of recruitment and selection policy, recruitment and selection plan.
3. Definition of recruitment. What are sources for recruitment?
4. Definition of selection/interview. Role of selection.
5. Definition of evaluating recruitment and selection. The quantitative and qualitative criterias used to evaluate recruitment and selection.

#### II. NHÓM CÂU HỎI SỐ 2

1. Explain the important of recruitment and selection plan/the main contents of detail plan for recruitment and selection.
2. Explain the methods that organizations use to attract candidates from internal/external sources.
3. How does the evaluation of recruitment and selection support decision-making in HR? How can the results of an evaluation lead to adjustments in recruitment practices?
4. What are the long-term benefits of regularly evaluating recruitment and selection process.
5. Give your opinion about some statements in recruitment and selection and explain why agree or disagree.

#### III. NHÓM CÂU HỎI SỐ 3

1. Giving the job description of one position in the organization.  
Design the recruitment and selection plan?  
Identify selection criteria for this position?  
Design interview questions for this position?  
Design a job advertisement for this position?
2. Giving the case study. Questions:  
Identify the mistakes/problems/challenges during recruiting practices?  
Identify recruitment sources to find the right candidates?



Identify hiring standards that should be avoided?

Identify kinds of question should be avoided during interview?

How should the determination of recruitment needs be carried out?

Give solutions to recruit successfully?

*Hà Nội, ngày tháng năm 2025*

**Trưởng Bộ môn**

**TS. Bùi Thị Thu Hà**