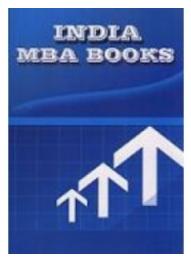
# **Consumer Behavior**



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## **Description**

## **Consumer Behavior SOLVED PAPERS AND GUESS**

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Format: BOOK

**Pub. Date: NEW EDITION APPLICABLE FOR Current EXAM** 

**Publisher: MEHTA SOLUTIONS** 

**Edition Description: 2021-22** 

**RATING OF BOOK: EXCELLENT** 

#### ABOUT THE BOOK

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STAFFING IN ORGANIZATIONS

#### Unit-i

The Nature of Staffing – Staffing Models and Strategy – Staffing Ethics – Planning – External Influences – Human Resource Planning – Staffing Planning – Legal Issues – Job Analysis Rewards – Job Requirements – Job Analysis – Competency-Based Job Analysis – Job Rewards – Legal Issues.

### Unit-II

**Staffing Activities:** Recruitment – Strategy Development – Searching – Applicant Reactions – Transition to Selection – Legal Issues – Internal Recruitment – Recruitment Planning – Strategy Development – Searching – Applicant Reactions – Transition to Selection – **Staffing Activities:** Selection – Measurement – Quality of Measures – Collection of Assessment Data.

#### **Unit-III**

External Selection – Preliminary Issues – Initial Assessment Methods – Legal Issues – External Selection – Substantive Assessment Methods – Discretionary Assessment Methods – Contingent Assessment Methods – Internal Selection – Preliminary Issues – Initial Assessment Methods – Substantive Assessment Methods – Discretionary Assessment Methods – Staffing Activities: Employment – Decision-Making – Choice of Assessment Method – Determining Assessment Scores – Hiring Standards and Cut Scores – Methods of Final Choice – Decision-Makers.

### **Unit-IV**

Final Match – Employment Contracts – Job Offers – Job Offer Process – New Employee Orientation and Socialization – Legal Issues.

## **Unit-V**

Staffing System and Retention Management – Staffing System Management – Administration of Staffing Systems – Evaluation of Staffing Systems – Retention Management – Turnover and its Causes – Analysis of Turnover – Retention Initiatives: Voluntary, Discharge and Downsizing.

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