**Assignment Week 3 (Chapters 5 & 6)**

On this week's assignment you will research the questions at the conclusion of each chapter.0% plagiarism check.

**Don’t write the questions, only write the answer.**

**Chapter 5**

Questions 1-6 on page 226 of the textbook.

1. Name some companies with whom you have done business, then discuss how you view their employer brands. Would you want to work for them or not? How might these firms improve their employer brands?

2. More than 50 percent of all MBAs leave their first employer within five years. Although the change may mean career growth for these individuals, it represents a loss to the employers. What are some of the probable reasons a MBA would leave his or her first employer?

3. In what ways do executive search firms differ from traditional employment agencies?

4. Explain how realistic job previews (RJPs) operate. Why do they appear to be an effective recruitment technique?

5. What contributions can a career management program make to an organizations that is forced to downsize its operations?

6. What are some of the barriers to advancement opportunities for women and minorities in many organizations?

**Chapter 6**

**Questions 1-5 on page 281 of the textbook.**

1. Is there a “best” employment process stepwise? What steps must come first and last?

2. What is meant by the term criterion as it is used in personnel selection? Give some examples of criteria used for jobs with which you are familiar.

3. Compare briefly the major types of employment interviews described in this chapter. Which type would you prefer to conduct? Why?

4. What characteristics do job knowledge and job sample test have that often make them more acceptable to the examinees than other types of rests?

5. In what ways does the clinical approach to selection differ from the statistical approach? How do you account for the fact that one approach is superior to the other?

**Question:**

Visit the Kuder Career Planning website and search for research-based assessments.  Research the main components of the assessments and provide an overview of what they provide to prospective job seekers.

Kuder Career Planning Assessment

<http://www.kuder.com/>