

Certified Recruitment and Selection Professional Practice Test Questions and Answers

1. What is the primary purpose of conducting a job analysis before recruitment?

- A) To determine salary ranges
- B) To identify essential job functions and qualifications
- C) To comply with company policies
- D) To create organizational charts

2. Which interview technique focuses on past behavior to predict future performance?

- A) Situational interview
- B) Behavioral interview
- C) Stress interview
- D) Panel interview

3. What does EEO stand for in recruitment and selection?

- A) Employee Evaluation Opportunity
- B) Equal Employment Opportunity
- C) Executive Employment Office
- D) Enhanced Employee Organization

4. Which selection method has the highest validity for predicting job performance?

- A) Unstructured interviews
- B) Reference checks
- C) Structured interviews combined with cognitive ability tests
- D) Resume screening only

Answers: 1-B 2-B 3-B 4-C

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