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https://www.100test.com/kao_ti2020/636/2021_2022_08_E5_B9_B4_E5_95_86_E5_8A_c85_636829.htm Read the article below about the methods some companies are now using for recruitment. Choose the correct word to fill each gap from (A, B, C or D) on the opposite page. For each question 21-30, mark one letter (A, B, C or D) on your Answer Sheet. There is an example at the beginning. (0) The Scientific Approach to Recruitment
来源：考试大 When it (0) to selecting candidates through interview, more often than not the decision is made within the first five minutes of a meeting. Yet employers like to (21) themselves that they are being exceptionally thorough in their selection processes. In today's competitive market pace, the (22) of staff in many organizations is fundamental to the company's success and, as a result, recruiters use a means at their disposal to (23) the best in the field. One method in particular that has (24) in popularity is testing, either psychometric testing, which attempts to define psychological characteristics, or ability & aptitude testing (25) an organization with an extra way of establishing a candidate's suitability for a role. It (26) companies to add value by identifying key elements of a position and then testing candidates to ascertain their ability against those identified elements. The employment of psychometric or ability testing as one (27) of the recruitment process may have some merit, but in reality there is no real (28), scientific or otherwise, of the potential future performance of any individual. The answer to this problem is experience in interview techniques and

strong definition of the elements of each position to be (29) as the whole recruitment process is based on few real certainties, the instinctive decisions that many employers make, based on a CV and the first five minutes of a meeting, are probably no less valid than any other too employed in the (30) of recruitment. Example : A have B decide C do D make 0 A B C D 21. A suggest B convince C advise D believe 22. A worth B credit C quality D distinction 23. A secure B relies C attain D achieve 24. A lifted B enlarged C expanded D risen 25. A provides B offers C contributes D gives 26. A sets B enables C agrees D admits <http://ks.100test.com> 27. A portion B member C share D component 28. A extent B size C amount D measure 29. A occupied B met C fied D appointed 30 A business B topic C point D affair 百考试题 (www . Examda。 com) 更多信息请访问 : 百考试题外语站点 百考试题外语论坛 100Test 下载频道开通 , 各类考试题目 直接下载。 详细请访问 www.100test.com