

PART FOUR

Questions 21–30

- Read the article below about the methods some companies are now using for recruitment.
- Choose the best 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

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 place, the(22).... of staff in many organisations is fundamental to the company's success and, as a result, recruiters use all 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. The idea is that testing(25).... an organisation 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 a 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 tool employed in the(30).... of recruitment.

Example:

A runs **B** goes **C** approaches **D** comes

0	A	B	C	D
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

- 21 **A** suggest **B** convince **C** advise **D** believe
- 22 **A** worth **B** credit **C** quality **D** distinction
- 23 **A** secure **B** realise **C** attain **D** achieve
- 24 **A** lifted **B** enlarged **C** expanded **D** risen
- 25 **A** provides **B** offers **C** contributes **D** gives
- 26 **A** lets **B** enables **C** agrees **D** admits
- 27 **A** portion **B** member **C** share **D** component
- 28 **A** extent **B** size **C** amount **D** measure
- 29 **A** occupied **B** met **C** filled **D** appointed
- 30 **A** business **B** topic **C** point **D** affair

PART FIVE

Questions 31–40

- Read the article below about a very expensive new perfume.
- For each question (31–40), write one word in CAPITAL LETTERS on your Answer Sheet.
- There is an example at the beginning, (0).

Example:

0	B	E	E	N				
---	---	---	---	---	--	--	--	--

Sweet smell of excess – for just £47,874 a bottle

The marketing says it is the “ultimate symbol of indulgence and truly impeccable taste”. A new scent, named V1, has(0).... launched for Christmas – retailing at just £47,874. The makers are proudly promoting it(31).... the “world’s most expensive perfume” and are confident of selling the limited edition of 173 bottles –(32).... it should be exactly 173 bottles is not made clear in the publicity for the product.

Although carefully priced at just under the £50,000 mark, this perfume is clearly(33).... something for anyone who considers £30 too much to pay for a bottle of eau-de-toilette. Those(34).... are potential customers will certainly be reassured to learn that a case covered in rubies and diamonds is included free(35).... charge. Purchasers are assured of further savings, with unlimited scent

refills guaranteed indefinitely – at no extra cost.

The fragrance is the idea of Arfaq Hussain, a 27-year-old clothes designer who first made a name(36).... himself with an air-conditioned jacket he was asked to make by the singer Michael Jackson.(37).... far, Mr Jackson is the only person to(38).... placed an order – he wants two, according to Mr Hussain.

Mr Hussain is unconcerned at having no previous experience of perfumery. “It’s so(39).... more than a perfume – it’s a piece of jewellery, too,” explained Mr Hussain. He attempted to describe the £47,874 sensation. “It is delicate, fragrant and quite unique. When you open the lid, it takes you totally away. It’s just(40).... being surrounded by thousands of wild flowers and roses.”

PART SIX

Questions 41–52

- Read the text below about team-based pay.
- In most of the lines (41–52) there is one extra word. It is either grammatically incorrect or does not fit in with the sense of the text. Some lines, however, are correct.
- If a line is correct, write **CORRECT** on your Answer Sheet.
- If there is an extra word in the line, write **the extra word** in CAPITAL LETTERS on your Answer Sheet.
- The exercise begins with two examples, (0) and (00).

Examples:

0	T	H	A	T				
00	C	O	R	R	E	C	T	

TEAM-BASED PAY

- 0 Team-based pay schemes that have been catching the eye of modern employers.
- 00 Supporters say that they encourage group endeavour and improve
- 41 organisational performance. But salespeople, typically the most self-motivated
- 42 of workers, they have traditionally been rewarded according to individual
- 43 performance. So are team-based schemes suitable? The key issue is
- 44 whether team-based pay is more being in line with the organisation’s objectives
- 45 than pay which based on individual achievement. Introducing a team pay
- 46 scheme can be complex. The biggest problem is for defining the team in the first
- 47 place. Another is that team pay schemes won’t work if the actions of one
- 48 individual make no impact on those of another. You should need a true team,
- 49 like a football team, where all the members are interdependent. When sales staff
- 50 can be less receptive to team pay schemes because personal motivation can
- 51 be an important boost to performance. What they need is their encouragement
- 52 to perceive that the wider team of the company overall: production, administration and despatch all affect each other.