**ESCUELA SUPERIOR POLITECNICA DEL LITORAL**

**ADMINISTRACION DE RECURSOS HUMANOS**

**EXAMEN MEJORAMIENTO**

**Nombre: Paralelo 441**

**Febrero 14 del 2012**

**Profesor:** Samia Tacle García MSc.

1. **Que es la Administración de Recursos Humanos? 5 pts**

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1. **Acorde a la legislación ecuatoriana, en el código de trabajo, que tipos de contratación de personal existen? 10 pts**

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1. **Que es el Reclutamiento de Personal? 5 pts**

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1. **Explique en que consiste el reclutamiento interno y el externo? Nombre 3 ventajas y 3 desventajas de cada uno 20 pts**

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1. **Que es una descripción de trabajo y que información contiene? 10 pts**

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1. **Si una empresa tiene menos de 50 empleados y se encuentra a mas de 2km de distancia de la población más cercana, que obligaciones tiene con sus empleados? 10 pts**

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1. **Cuáles son las diferentes formas en las que una empresa puede realizar una evaluación de desempeño? Explique cada una de ellas 10 pts**

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1. **Explique que dice la legislación ecuatoriana respecto a la contratación de discapacitados 10 pts**

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1. **Haga un resumen del articulo 10 pts**

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1. **Cuáles son los tipos de pruebas que se aplican en el proceso de selección de personal? Explique cada una de ellas 10pts**

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