

## 19.7: Discussion- Human Resources in Small and Entrepreneurial Businesses

Start-ups have unique needs. They're fast paced and flexible, responding to change and very often operating without a lot of cash on hand. Their business model is either "flexible" or non-existent as they look for that "angel investor" that can help them take their product or service to the next scalable, repeatable level.

You've just been hired as the HR professional for Technico, a small technology company that makes apps for household use. The company prides itself on being results driven and service oriented. In fact, customers love the app and praise Technico for its outstanding customer service. You've been tasked with finding a marketing professional that can help establish Technico's brand personality and market it in inexpensive and creative ways.

### Discussion Prompt

Put together a behavioral interview guide that features at least two questions you'll ask to ensure that your candidate has the right mindset for the job—both in terms of job tasks and company culture. Then, think about what kind of answer would make you want to hire this person. Write that down, too! Post those questions and coordinating answers, and then review the interview questions (and answers) of two classroom peers and make comments.

### Grading

Share your opinions below and respond to two of your classmates' thoughts.

Discussion Grading Rubric

Criteria	Not Evident	Developing	Exemplary	Points
Submit your initial response	<b>0 pts</b> No post made	<b>5 pts</b> Post is either late or off-topic	<b>10 pts</b> Post is made on time and is focused on the prompt	10 pts
Respond to at least two peers' presentations	<b>0 pts</b> No response to peers	<b>2 pts</b> Responded to only one peer	<b>5 pts</b> Responded to two peers	5 pts
			<b>Total:</b>	<b>15 pts</b>

### Contributors and Attributions

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