

6.6: Discussion- Recruitment and Selection

A candidate can have every skill you are looking for in a position, and yet still might not be successful at the job. Bringing a new employee into the organization means matching skills to job requirements and matching personalities to workplace culture.

Your HR team has worked hard to build a culture that supports the company's brand and goals. The organization prides itself on open-door discussions between leaders and subordinates; they provide flexible hours and telecommuting; they've established core values and "work lingo" that support their employment brand. Your employee value proposition boasts that working for your company is like having a second family.

You're an HR manager working with a recruiter to bring a new executive on board in the finance department. As a new leader, this executive will be driving workplace culture as much as he or she will be blending in with it.

Discussion Prompt

What type of interview questions would you ask candidates to ensure that they are a good fit for the company culturally? And what answers to those questions would prompt you to make the candidate an offer of employment? Write one or two questions and their "correct" answers to submit. Then, review the questions and answers of two of your classmate peers and provide 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 | 0 pts No post made | 5 pts Post is either late or off-topic | 10 pts Post is made on time and is focused on the prompt | 10 pts |
| Respond to at least two peers' presentations | 0 pts No response to peers | 2 pts Responded to only one peer | 5 pts Responded to two peers | 5 pts |
| | | | Total: | 15 pts |

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