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 “Reality TV of Commercial Trade / County to Global” Recruitment Issues

 The most important element for our organization, as it may stand today with its “Reality TV of Commercial Trade / County to Global” platforms, wireless infrastructure, MaxBox customer premise equipment and various dimensional spin-offs is clearly the design and implementation of a soluble strategic recruitment process. Due to the collaborative sales approach the company must take many aspects of recruitment, staffing, talent management, and human resource issues into careful consideration when entering and penetrating into its chosen market segments on a regionalized basis. The most important factor is to establish the ability to strategically impart the prevalent recruitment processes which results in the high sales force performance levels, ultimately resulting in maximization of stakeholder wealth. This notion within our firms recruiting process will be instilled as to the expectations of our workforce. Not only in the recruitment process, but this notion will be the underlying tone of corporate policy impeding the hierarchy level five categorization, as further disclosed in this document.

 The company commitment to the recruitment process and its potential sales force will be an ongoing endeavor to realize what constitutes the winning employee value proposition in various areas the company conducts business. “Jobs are the building blocks of an organization, in terms of both job content and the hierarchal relationsdhips that emerge among them” (Heneman III & Judge, 2009, p. 145). During the recruitment process intrinsic and extrinsic values for the selected new hires will be established throughout the recruitment process exemplifying the highest regard pertaining to the company’s unique employee value proposition unit. “The totality of rewards, both extrinsic and intrinsic, associated with the job constitutes EVP” (Heneman III & Judge, 2009, p. 179).

Obtaining a full understanding what employees may want from their work experience with an organization does not come from reading books and statistics, it is the contention of the firm when opening up it “County to Global / Reality TV of Commercial Trade” platforms in various parts of the United States and abroad to literally begin the recruitment process with the idealization that the recruitment process becomes and statistical compilation and experience to become accustomed to the climate and culture of such region of the nation or the globe. In other words, the company will and its recruitment division will engage in a canvassed recruitment relying on the law of large numbers and learn from the recruitment process in that particular jurisdiction. What may motivate someone to work for the firm in Wichata, Kansas will be different to what will motivate a work force in New York City and China. As is the case in the overseas collaborations joint venture’s and expats understanding the climate and culture of their host country will be accountable and assigned such recruitment task performances.

Our company will parlay its opportunities through a standardized format through the MaxIT training modules, this streamlined approach will utilize the MaxBox on the big screen TV and / or the wall. The MaxBox will not be the focal point on the onset of the recruitment process, however, the mere fact that all is done with the MaxBox simply luers those into the equation. During this recruitment process various motivational and empowerment tactics will be incorporated to serve as a two fold approach one to hire as many potential recruits to procure maximum return on investment in the recruiting campaign and two to carefully select candidates who will substantiate the maximum return on investment through human resource potential, talent, moreover production. This motivational and canvassing approach during the recruitment process of the applicant pool will reassure the firm that inevitably the ongoing recruitment process will fall suit to procuring maximum productivity levels within the scope of the sales force. New employees will receive an ogoing set of standardized planned courses of action within the parameters of the generic sales process, training is inclusive within the framework of the MaxIT training modules with differentiations disclosed as to the performance levels and expectations revolved within the specified tasks in the task dimensions, duties, accountability areas, responsibilities, and performance driven dimensions.

 Successful recruitment and selection is accomplished through providing a comprehensive job analysis, whereby the recruiter must be inclined as to the desires of the recruit to a complete understanding to the job itself, including all aspects of job task performances. The recruiter then delves into various task dimensions to also determine the validity of the applicant’s potential. During the course of explaining the job descriptions, specified tasks can be extended into dimensions. This is where the recruiter must assess if the applicant will be beneficial to the firm in anyway. “Other terms for task dimensions are duties, accountability areas, responsibilities, and performance dimensions” (Heneman III & Judge, 2009, p. 154). Perhaps the original position applied for may not be the best match, but interviewing and assessing the applicant, the applicant can enhance the organization elsewhere.

 The recruiter must understand the job description and requirements in order to facilitate the proper employee placement. This is accomplished by assessing the competency levels of the applicant. “A competency is an underlying characteristic of an individual that contributes to job or role performance and to organizational success” (Heneman III & Judge, 2009, p. 174). “If a recruit, emphatically enjoys sales, yet does not have computer savvy and the position calls for computer literacy and know how, then the sales person will not perform effectively in most cases. This not suitable match for both parties. In my opinion the recruitment process should encompass the narrowing down process to the point of process of elimination to depict to the proper candidates most suitable for a job”.

 “Reality TV of Commercial Trade / County to Global” Staffing/Talent Management Issues

 This recruitment process begins with the law of large numbers and the law of averages, simply put, the more people a firm has to choose from, the better the odds to find the right personnel. At this juncture, many people also look at the job hunting experience with the same perspective. The applicant pool comprises of many people seeking if the job is the best fit for themselves and often times the pool of potential applicants have high expectations, to the point of almost dictating the outcome as to the selection and deployment of personnel. Meaning, often times, an applicant comes for an interview, not to sell themselves or be interviewed, but to interview the company. Will the company satisfy my wants, desires and expectations is the attitude of many applicants? “Job analysis is the general process of studying and describing these requirements” (Heneman III & Judge, 2009, p. 145). The company, in turn, changes the attitude by asserting that the company is seeking a very select group of new hires, asserting the “Take Away and Fear of Loss”. If an applicant is truly serious about the opportunity offered this will be extracted throughout the interview process and throughout the course of deployment and employee engagement.

 Our company recognizes that it cannot and does not expect to please all people all the time. The regionalized decentralized recruitment approach will be an ongoing impartation and learning process which will encompass benchmarks as to what invigorates the masses of the applicant pool in a particular region. “The totality of these rewards form the employee value proporition” (Heneman III & Judge, 2009, p. 145). The ultimate contention of the company’s recruitment process will continually be that of a creative attractive element which maximizes the applicant pool and increases the odds for the properly orchestrated selection process. In juxtaposition with, appealing to the potential applicants, the firm will continuously impart the common understanding that the company is conducting the interview and will carefully select applicants desirous in serving the needs of the company first. As part of the MaxIT training and empowerment module, the full scope of the Hierarchy level 5 will be expressed throughout the modules (Humility + Will = Hierarchy Level 5).

 The company intends to hire as many applicants derived from the recruitment process. The selection process on the onset will be that of the attitude to “hit the pavement”. From the first day canvassing the small business to medium enterprises, the sales managers are to carefully depict and evaluate the competency levels of each new hire. This Competency-based job analysis is important for our firm because it will derive to the determination of a new hire if he or she is a likely candidate to engage in the company spin-offs i.e., automotive sector, residential market, medical, education, or hotel / motel market segments. In addition, the competency evaluation process will also determine the potential longevity with the new hire. “It seeks to identify more general KSAO requirements, such as KSAOs necessary for all jobs to meet the organization’s missions and goals and KSAOs that cut across interdependent jobs, such as with work teams” (Heneman III & Judge, 2009, p. 145).

 Many companies must take into consideration that employees may work well in certain divisions of the firm. The recruitment process can be quite costly, so the investment made can be maximized by keeping close tabs on its personnel and infiltrate talent in other areas of business. As for our firm, the competency models are used primarily for sales force management and the various integrations as previously mentioned. “Compentency models are being used for many HR applications, especially staffing, career development, performance management, and compensation” (Heneman III & Judge, 2009, p. 177).

“Reality TV of Commercial Trade / County to Global” Human Resource issues and conclusion

 Organizations have choices whether to outsource the recruitment process or establish an in-house recruitment division. Furthermore, an organization can opt to have an overall corporate recruitment division which is accountable for the overall recruitment and selection process or the organization could segment this responsibility and delegate amongst the departmentalized divisions of the firm. “The recruitment of external job applicants can be centralized or decentralized by an organization” (Heneman III & Judge, 2009, p. 204). Within the scope of a centralized union, usually Human Resource corporate departments will insure and be held accountable for the recruitment activity. A decentralized union will constitute the managerial functions, in our case, by sales mangers, project managers or delegates in a particular region.

 All of the human resource issues stem for the supply of candidates entering into the application pool, but what talent can be derived from the applicant pool is ultimately the responsibility of human resource departments, including, how articulately the placement of personnel is achieved. “A job requirements job analyisis seeks to identify and describe the specific tasks, KSAOs and job context for a particular job” (Heneman III & Judge, 2009, p. 148).

 Since recruitment and selection is a complex unit, the carefully sought out managerial components will continue in the recruitment process for approximately three to six months, until such time statistical evidences are procured and historical yield ratios are ascertained in that region. At first, the company will engage in an open recruitment engagement to allow for as many potential candidates to enter into the applicant pool. As training commences and KSAOs are recognized through the employment engagement, then a more targeted approach will set forth to place employees in more narrow specific spin-offs of the companies objectives. “Often, this is done to find applicants with specific characteristics pertinent to person/job or person/organization match” (Heneman III & Judge, 2009, p. 214).

 The company also intends to seamlessly integrate its legal and ethical mandates by instilling the legal mandates and ethical codes of standard in the recruitment process and the entire longevity of employee engagement, through instilled policies and procedure (practiced and written) the legal impartations and code of ethics will become part of underlying expectations for the specified job requirements.

Some examples of spin-off internal functionalities, include but are not limited to, Revenue management for such sectors of industry from the automotive to the leisure and travel inclusive the hotel [www.reality4living.com](http://www.reality4living.com) “Virtual Travel Concierge” and [www.dadps.com/dealers](http://www.dadps.com/dealers) “Virtual Auto Liason” for automotive dealerships. Total organizational management in the business rather than by division with regards to the services and sales and total hotel management rather than micro managed hotel rooms. Further explained in forth coming MaxIT Modules.

Reference:

Heneman, H. III & Judge, T. (2009) Staffing Organizations 6th edition. McGraw-Hill Irwin; Boston.