

Recruitment process

Law



Recruitment refers to the process of searching and selecting the most appropriate person to fill its job needs of the organization from a pool of candidates (Jackson and Schuler, 2010). As such, this paper seeks to compare and contrast the recruitment processes utilised by the Drug Enforcement Administration and the LAPD. The paper will also outline an opinion as to which organization has the most effective selection elements. According to its official website, The Drug Enforcement Administration (DEA) has improved its application process by enhancing the DEA Career Gateway system and it has also moved to the Office of Personnel Managements (OPM) USA Staffing recruiting system. The USA Staffing recruiting system has been designed by the federal government to cater for the special and unique requirements as determined by the federal recruitment and staffing. The application process is done online and the applicants can use USAJOBS and the DEA Career Gateway by USA Staffing recruiting system (DEA, 2015). The advantage of the application process is that it is convenient and the applicants can contact the application manager in the event that they have encountered some problems.

On the other hand, the application process to Join Los Angeles Police force begins by downloading an application form which needs to be completed by the applicant. This process is comprised of seven steps. According to Los Angeles Police Force website, the first step in the application process involves Preliminary Background Application (PBA) and Job Preview Questionnaire (JPQ) which is completed online. This aims to help the applicant identify issues that help them better understand the force and check if they have the potential to qualify. The second step is The Personal Qualifications Essay (PQE) which is comprised of essay questions related to <https://assignbuster.com/recruitment-process/>

judgment and decision making and behavioral flexibility and the applicant's communication skills are also evaluated. The third step involves background investigation and polygraph examination. This is meant to obtain the applicant's background information and family members may also be interviewed to obtain this information.

The fourth step involves Physical Abilities Test to measure strength as well as capability in terms of performance. The fifth stage involves interviews where the panelists seek to assess your personal accomplishments, motivation communication skills as well as interpersonal skills to see if you are capable of doing the job. The sixth step involves medical and psychological evaluation. Medical evaluation is primarily concerned with establishing if your health is good while psychological evaluation is meant to test if the applicant can cope with stressful working conditions. The last step is certification and appointment after successfully completing all the steps mentioned above.

It can be noted that the LAPD recruitment and selection process is effective given that it is thorough. This process is not left to chance since the applicant has to prove beyond any reasonable doubt that he or she is capable of doing the job. The applicant is personally involved in all of the steps mentioned above and the process is different from others done only online where the candidate only appears in person when attending interviews. The LAPD recruitment and selection process is meant to ensure that the right person is selected to join the police force.

References

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