

Recruitment and staff selection

[Business](#), [Human Resources](#)



I would like to thank you for seeking my assistance and conveying your fears and apprehensions to me. Thank you for believing in the system put in place by management for the beneficial relationship between management, professional workers and staff. Rest assured that we will work together for a just resolution of your concerns.

Management has put in place internal job advertising, not to give supervisors power to put in place whoever they want as you fear. In fact, Wendy Hirsh of the Independent Institute for Employment Studies reveals the opposite:

“ Managers are used to choosing people and putting them where they want, based on who they know and what they know about them. This is a real power that open internal advertising of jobs takes away from them (Hirsh, 2000).”

For this to be effective,

“ Good training and careful monitoring are essential, so the pay-off between fairness and efficiency is accepted (Hirsh, 2000).”

This means that you and I should be vigilant and if what you fear does happen you should go through proper channels to air your grievance. This is why the HR is here for. Hirsh affirms this process in that:

“ Someone from personnel should act as a quality control to ensure fair play really happens (Hirsh, 2000).”

To know more on what we should be watching out for is for us to be primarily acquainted with the Haig Memorial Medical Center Code of Ethics and pertinent State Law.

Our Code of Conduct lays down the standards of behavior in the work place (Ethics and Financial Law Suite, 2009). All, supervisors also, must adhere to

this Code to maintain the integrity and high business ethics of our institution. Hence actions in violation of this code must be brought to the proper forum within this institution.

Federal equal opportunity laws pertinent to the current issues are:

Civil Rights Act of 1964 (Title VII), which prohibits employment discrimination based on race, color, religion, sex, or national origin: and,

Employment Act of 1967, which protects from discrimination individuals who are 40 years of age or older (EEOC, 2002);

Charges may be filed for violation of these laws with the U. S. Equal Employment Opportunity Commission by the individual affected or the HR at the nearest EEOC office within 180 days from the alleged violation. We should work together and stand firm. One cannot be terminated from work on account of filing charges or on exercising ones right to talk and defend oneself (Shooving 2009). Do not be scared of any retaliation for:

Retaliation against an individual for filing a charge of discrimination, participating in an investigation, or opposing discriminatory practices is punishable under Title VII (EEOC, 2002)

At this time we cannot make any moves to prevent the occurrence of what you fear. The law provides sufficient cause before any charges may be entertained. There is none at the moment. There is no basis to show that he would act in the same way as he did in his previous appointment. Therefore we have to wait for a violation of the law before we can act.

For the meantime, I can insist as per requirement of the law that a detailed description of the job be posted along with the needed requirements as justified by the job description (Lin & Wagner 2002). This would allow for

transparency, so that all will know whether a candidate possesses the requisite requirements or not.

Our Institution believes in our people. This is the primary reason why we advocate the promotion of our own qualified people rather than opening vacant positions to outsiders. We firmly support career advancement and encourage our people, especially women, to undergo further studies as this has been proven to ensure a harmonious and productive relationship within institutions (Hastings, 2006). We praise you for setting a good example to your peers in the work place and in pursuing your studies.

Let us be vigilant and make this system of recruitment work for us.

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