

Case study

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



Executive summary The paper discusses the significance of taking into consideration the needs of the organization when staffing or recruiting new employees. It has been observed that each organization has its own culture which distinguishes it from the other organizations. This is comprised of a system of shared beliefs and values and these shape the behaviour of the employees in the company. Therefore, it is very important to take note of the needs and interests of the culture of the organization when recruiting to ensure that the new applicants will fit well in the company. It may be difficult to control the employees in the company if the recruiters fail to consider the interests of the company in their recruitment exercise.

As a staffing professional in the human resources department, it is very important to represent the organization's interest. It should be noted that each organization has its own culture and this determines factors such as behaviour of employees, their performance as well as basic values that describe the organization. Basically, "organizational culture refers to a system of shared meaning held by the members that distinguishes the organization from other organizations," (Robbins, 1993, p. 602). In a bid to achieve its set goals and objectives, it can be seen that there are certain key characteristics that the organization values. These shape its culture and they become entrenched in its operations.

The other aim of representing the organization's interests when hiring employees is that it helps the HR personnel to make sure that the right people are hired. The staffing officers are in a position to assess the competencies of the candidate and ascertain if they will be compatible with the organization's culture and work ethic. Each organization has its own

goals and objectives and there are different strategies that can be implemented in order to achieve these. However, this can only be possible if the organization has a clearly outlined culture that shapes the behaviour of the members within the company. There are certain values that are expected to be followed by each person in the organization and these should be represented from the onset through the recruitment and selection process. The other significance of recognizing organizational culture is the element of group emphasis. This refers to the degree to which work activities are organized around groups rather than individuals (Robbins, 1993). This explains why it is important to represent the interests of the organization. Group cohesion is emphasized and this often makes it relatively easy to achieve the goals of the organization if all the members of the organization share the same vision of the firm. Teamwork in the organization is often viewed as very effective in as far as goal attainment is concerned. It is easier for the people working as a team to pull their efforts towards the same direction. The other issue why organizational culture is important is it makes it relatively easy to control the behaviour of the employees. The culture of the organization outlines the rules and regulations that ought to guide the performance of the employees. The employees become aware of what is expected of them in their operations.

The consequences of not representing the interests of the organization vary and they may be far reaching in some instances. It may be difficult to achieve the goals of the organization if the members do not share the same vision. It may also be challenging to align the behaviour of the people into the organization's culture and value system that in turn shape their

behaviour. If people in the organization lack common understanding, conflicts are likely to arise which is another consequence of not representing the interests of the organization during the recruitment process.

In conclusion, it can be seen that the organization's interests should take precedence in as far as recruitment and selection of the employees is concerned. Each organization has its own culture that distinguishes from other organization. This culture derives from the values that also lead to the creation of a shared belief system. This also shapes the behaviour of the employees in the organization. Therefore, it is important to ascertain if the new job candidate will be able to fit in the culture of the organization and meaningfully contribute towards the attainment of the desired goals.

One good example can be derived from the case of an organization where teamwork and collective decision making practices are given priority in the organization. This entails that all the employees should be flexible to work with others as a team and they should also be prepared to share their ideas. However, some people cannot work as a team and these people may encounter problems when they join the organization. For this reason, it can be seen that it will be important for the staffing officers to establish if the candidates can work as a team. This is meant to safeguard the interests of the organization in the long run.

References

Robbins, S. P. (1993). *Organizational behavior: Concepts, controversies and applications*. Engel

Wood Cliffs, New Jersey: Prentice Hall.