

Research paper on
identify and briefly
describe the
constraints involved
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Management

Introduction

Selection is a process in Human Resource that entails the determination of the most qualified individual among all the applicants, who is able to meet up with the job prerequisites and hence can fill the vacancy in an organization (Amos, 2008). The selection process is very imperative in an organization since competent employees can enable an organization to achieve its goals and objectives. Before selecting new employees, there is need to formulate a selection program to guide the whole process.

Developing a selection program however is usually faced with dissimilar constraints. This paper seeks to explore on these constraints and other issues that affect job performances.

Identify and briefly describe the constraints involved in developing a selection program

The development of a comprehensive selection program to be used by an organization is prone to a number of constraints. Initially, there is the problem of inadequate information on the applicants (Gatewood & Barrick, 2011). In the development of any selection program, it is very imperative to have complete and accurate information about the applicants. This is because such information largely determines the quality of the selection decisions (Gatewood & Barrick, 2011). In most cases however, this is never possible owing to the high cost needed to obtain information from the applicants. In such cases, most applicants are usually dropped especially when the number of applicants exceeds the available positions with a great

margin. As a result, mistakes can be made either with the selected or rejected applicants.

Furthermore, the measurement of jobs, individuals and work performances also pose as constraints to the process of a selection program development (Gatewood & Barrick, 2011). It is similarly important to measure the aforementioned aspects before developing a selection program. This provides additional and important information about the applicants, which also assist in the selection process. Inability of the selection program to provide measurements tools for these aspects also results to errors in the selection process.

Other factors affecting work performances.

When developing a selection program, there is much emphasis to ensure that it will be able to provide employees who can perform their jobs in the best way. There are various factors however that determines the job performances of individuals. First, is the training program that is offered to the new employees (Armstrong, 2007). Good training in relation to the expected roles of an individual basically act as a good foundation for excellence performance of that individual. Additionally, an employee's job performance is usually affected by the nature of appraisal and responses he or she gets in an organization (Armstrong, 2007). Furthermore, the compensation structures also contribute to either poor or good job performances. Good compensation act as a motivation for employees to work harder in their jobs hence translating to good job performances. This is opposed to low compensation levels which tend to de-motivate employees at

their work place (Armstrong, 2007). The nature of arriving at decisions in organizations is another factor that determines the employees' job performances. Autocratic decision making for instance is more likely to result to poor job performances when compared to democratic decision making. Lastly, the procedures of setting goals in an organization largely influence an individual's performance at work. Employees tend to perform best when they are involved in the goal setting process since they come up with achievable goals (Armstrong, 2007).

References

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