

Selection techniques research paper example

[Business](#), [Management](#)



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Introduction

The selection criterion for different workers always varies depending on several factors. The criterion for selection of top executive employees is totally different from the criterion used to select middle level managers and that of junior employees. These criteria of selection are selected based on the rank of employees, responsibilities of the job and the selection method that would help identify the necessary skills and personality in potential employees for each post.

The techniques of selecting potential employees for line level employees, top executives and middle level managers varies depending on the organization's objectives, competence levels and personalities of potential employees.

Line level employees

The line level employees are the junior most employees in the organization. They are basically the people who take instructions from top and middle level managers. The selection techniques for these individuals must be entirely based on their competence in performing the duties they are expected to perform. Therefore, the selection technique for this level of employees should be based on their skill levels only. The best way to select would be use of structured interviews.

Middle level managers

Middle level managers require management skills, should make decisions and be good leaders to add to their knowledge of the field they get employed. Therefore, the selection techniques must focus on their skill, personality, leadership and ability to make decisions. This group of employees should be selected by use of unstructured interviews and behavioral descriptive interviews.

Top executives

These are the leaders of an organization. They make important decisions, strategies, and must be analytical individuals. They must also be experienced and have good leadership skills. The best selection technique is one that matches their personality, work experience and skills to the job they perform. The unstructured interviews used along panel and biographical interviews would help select competent individuals for top executive jobs.

Factors to consider

When deciding a selection criterion, an organization must consider factors like the duties the potential employees are expected to fulfill, the experience of the individual and their personality in relation to the organization's objectives. The organization must also consider the effectiveness of different selection methods for each worker they want to hire.

Conclusion

Therefore, selection criterion for different workers in an organization always varies depending on their responsibilities, rank and the organization's preference with selection criterion. Line level, top executives and middle level managers have different selection criterion because they perform different roles in an organization.

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