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[Business](#), [Company](#)



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Introduction

The recent intention by the Roderick Holston to expand new markets in extra sixteen locations will be an imminent cause for a larger client base which cannot be effectively served by the existing 23 employees. Currently the company is also experiencing serious challenges in matching the client demand to the staff supply. This has largely been associated with lack of devoted staff. Resumes are often forwarded from Career Services at OU or from online postings on job search sites such as Monster. The resumes for all aspiring candidates are received online postings on job search sites or from careers services at OU. (Martin. J. Y, 2007),

Valuable

Rare

Great recruiting practices are made rare due to the difficulty of restructuring and ensuring an intensive identification and selection of the individuals. It is also made rare by the political, economic, social, technological, environmental, and legal factors which surround the industry of concern.

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Such factors make rare the great recruiting process due to the fact that they could at times prove to be unfavorable to the business in many ways such as cost and the immediate effects on business performance. (Margaret , 2003),

Inimitability

Great recruiting is made hard to imitate by a number of recruiting strategies. It has to be unique and specific to any particular industry or business. If the recruiting process is really hard to imitate, chances will be high to obtain the best employees over the other employers and competitors. The recruitment process should be dynamic and not tied to one formula of interviewing and recruiting. This will enable the organization to adapt to any new changes to the job market or the governing frameworks. Great recruiting should remain a top secret for the organization to ensure this is to ensure that the company has a competitive edge in the market. (Gareth. R. 1997),

Non-substitutability.

Great recruiting can be made hard to replace or substitute by ensuring that the above measures to value and inimitability are adhered to the latter. A clearly outlined, dynamic and intensive recruiting process for any organization will ensure that it cannot be substituted by any other type. (Kang. Y. T & Daniel. M. C. 2012),

Summary of findings.

Drawing from the current operation of this company, it is not gaining from the current recruitment practices. The current recruitment procedure is for instance outdated and does not take in to consideration very many factors of current workplace dynamics. Again, it does not provide any reasonable basis

for objectivity. The two step interviews by two individuals, the VP and the president of operations are very unreliable because the two interviewers can collude to impose their candidate of interest. A great recruiting process ought to involve a panel of interviewers to enhance objectivity. The process does not add value to the organization and it is a common practice which is easily imitable and can be substituted with a better process. The human resource analysis is important because it is fundamental to the selection of the best employees for the organization, a key to success. (Irving. H. B, 2007),

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