

Recruitment analysis



1. If you were Bob, how would you recruit the needed employees?

Recruitment is the process by which prospective applicants are induced to apply to the company in order that their qualifications for present and anticipated vacancies can be evaluated through sound screening and selection procedures (Armstrong, 1999). To make the selection truly discriminating, there must be several qualified applicants from whom the final choice can be made.

As employment officer, like in the case of Bob, must continually look for prospective applicants until he has a sufficient number from whom he can pick the right man for the job, except for highly technical or scientific positions where the available applicants are usually limited. He should determine the most productive sources of qualified applicants.

If I were Bob, I would start by contacting all friends I have got and inform them about the need. By word-of-mouth, the people with whom my friend will be in contact with will in all probability get to know the need for such kinds of employee demand. However, there is no guarantee to this, hence at the same time I will use all kinds of strategies considering that this is a contract business and the company cannot afford to lose this opportunity nor be in a bad light if the agreement will not push through.

One of the important strategies to undertake would be to go to universities or colleges nearby and coordinate with the university's placement program in recruiting short-term employees for the surveying job. This is like a long shot but can help address the need.

2. Evaluate the Lake Mead campground manager's suggestion that Bob recruit employees by placing a want ad in the Cleveland's newspaper.

The want ad is always a viable recourse; though the downside will be the cost of placing the ad. If this works, Bob will have his hands full with the selection process. In all eventualities, people will flock to the opportunity. But then, the ad should be very effective at attracting those who need employment and this is another aspect that the company must somehow secure that they are able to craft the want ad very well.

3. What should the firm do if they are unable to recruit sufficient employees for the job?

If there is a shortage of the number of employees attracted and qualified for the job, the company should at best, meet with the government's representative and explain the dilemma. It is a given that there is a high probability that things will not go smoothly as they would want it to be, that includes the recruitment of people.

Another but last option would be to enlist the services of a consultancy firm who have wider network of contacts of employees and/or subcontractors who are waiting for enlistment. These are usual fixtures in many forward-looking firms in many big cities in the United States.