

# Discussion board questions



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## Discussion Board Questions 26th January Question Person-Organization (P-O)

match entails the compatibility between the two entities when one of them provides what the other one needs. Carless (2005) argues that individuals seeking for employment look for organisations that propagate social relationships, leadership and ideas of authority. This implies that human resources managers must ensure that conducive working environment is created in order to attract potential employees. One of the major areas that P-O is used is during hiring and selection of the employees. For example during the selection of the employees, employers are keen to understand the P-O fit that propagates comprehensive and flexible approach. Similarly, P-O fit is imperative in assessing the risk of hiring an employee. Despite the significance of person-organisation match, it is not desirable to ignore the person-job match. This implies that during the recruitment process, it is vital for the recruiters to provide adequate information regarding the job. These include the qualifications, duties and the skills required. It is imperative to note that employees should have the background and the appropriate training in order to effectively undertake the duties as defined by the organisation. Additionally, passion for the job is a major aspect that employers should look for during the hiring process. Employees who have passion for the duties allocated to them are not only motivated but also they are highly productive.

## Question 2

Affirmative action entails the statistical information that depicts the relationship between the qualified potential employees and the actual number of the people employed. One of the key aspects of the affirmative action is to establish a goal that is focused at ensuring that the right number

of qualified women and minorities is employed. On the other hand, quotas are imposed by government authorities especially for the organisations that depict employment discrimination over a period of time.

### Question 3

One of the major ways of ensuring that knowledge, skills, abilities and other attributes (KSAQ) deficiencies do not occur in an organisation is use of lecturers to convey knowledge to the employees. For instance, managers should hold regular meetings with their employees in order to train them on how to use communication system as well use of computers as a way of saving and sending files. In the same way, organisations should allocate a reasonable discussion time when employees can ask questions on the topics covered during the lecturers. Taking into consideration the need of enhancing the performance of the employees, corporate training is paramount in improving the skills of the work force. Such training should be undertaken during annual leaves or after work. In the same way, organisations should undertake regular assessment of their employees. Through undertaking of a non-threatening performance evaluation, managers are in a better position to identify the strengths and weaknesses of the employees thus putting in place effective measures to enhance their productivity.

### Question 4

During recruitment of new employees, it is essential for organisations to undertake a thorough job analysis as a way of ensuring the right candidates are chosen. Depending with the objective of the job analysis and the needs of organisations, human resources managers are at liberty to choose one or multiple methods of job analysis. One of the key advantages of using

multiple methods is that organisations can come up with wide range of information from various sources. In this way, it is possible to make a concrete decision regarding the behavior of the potential employees. On the other hand, Fine & Cronshaw (1999) stipulates that use of multiple methods of job analysis is expensive. This implies that an organisation use a lot of its financial resources during the job analysis process an aspect that may led to reduced profits.

#### References

Carless, A. (2005). Person-job fit versus person-organization fit as predictors of organizational attraction and job acceptance intentions: a longitudinal study. *Journal of Occupational and Organizational Psychology*. 9: 74-86.

Fine, A. & Cronshaw, F. (1999). *Functional job analysis: A foundation for human resources management*. NJ: Erlbaum.