

# Studes

Business



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The Out of Control Interview How would you explain the nature of the panel interview maria had to endure? Specifically, do you think it reflected a well-thought-out interview strategy on the part of the firm or carelessness on the part of the firm's management? If it were carelessness, what would you do to improve the interview process at Apex Environmental?

The dynamics of the hiring and firing of employees at this century has shown an out-o-box frontier from one organization to the other. To be précised the process of recruiting employees in the form of conducting interviews has been subjected to an entirely exclusive approach geared towards assessment of different aspects of a personality. This approach would include test of anger management, sustenance of pressure besides the general intelligence and academic excellence.

Apex Environment is such kind of an organization that is a reputable standards that Maria has been anticipating and longing to work with. I strongly rule out the fact that at any given time the interviewing panel lost its course and unintentionally become irrelevant on the interview questions. It wasn't carelessness. A panel of five intelligent personalities in company of the president of the company couldn't have got it all wrong by asking irrelevant questions unintentionally, all of this was intentional and may be to test the level of patience, humility and soberness in dealing with the different situations or rather any other aspect that was being tested by the interviewing panel. This is best known to the panel itself and the purpose they intend all this would serve.

2. Would you take the job offer if you were Maria? If you're not sure, what additional information would help you make your decision?

Yes I would take the job if I were Maria. I don't think I need any other

additional information to raise my confidence on the firm since I hold the interviewing team with high level of intellect, wit, expertise and professionalism (Swanson & Elwood 49). Having been considered for the job by the panel is a show of having displayed competence and ability with addition to the second part of the session thereby meeting with the firm's president and another panelist to discuss exclusively technically expertise relevant questions was a clear show that the previous was not sufficient but wasn't targeting anything to do with her professional expertise.

3. The job of applications engineer for which Maria was applying requires (a) excellent technical skills with respect to mechanical engineering, (b) a commitment to working in the area of pollution control, (c) the ability to deal well confidently with customers who have engineering problems, (d) a willingness to travel worldwide, and (e) a very intelligent and well-balanced personality. List 5 questions you would ask when interviewing applicants for the job.

a) Would tell the panel your technical skills relevance with respect to this job you are opting for consideration?

b) What would be your perception towards working in an environment of pollution control?

c) What traits do you think you have that would make you comfortably be at service to the firm's customers with engineering problems?

d) Would you mind travelling overseas in the line of executing your duties as the firm's employee?

e) What personality dynamism would you portray in ensuring flexibility and efficiency in your job?

The College Admissions Office

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1. What would you do at this point if you were the Director of Admissions?

I would advise Bob to give his job priority and focus his energy towards achieving the best. This is because I believe these personal issues of emotional nature we all pass through and Bob having portrayed brightness and could grasp the Alice's training quickly was an assuring aspect of his efficiency when given time and counseled accordingly. Further the process of firing and hiring with further training of a new recruit would prove challenging starting it a fresh Alice having left already.

2. Describe how you might effectively use a performance appraisal in this situation.

A 360-degree assessment of the performance levels of the firm's employees is vital in finding pragmatic solutions to the firm's challenges and thus facilitates its success. This form of performance appraisal would ensure that the performance of Bob is measured against the company's values, his desired attributes and competencies. Further this assessment would include highlighting areas in which Bob should be trained over and areas that need improvement.

Does Money Motivate?

1. What size raise would you give each of these employees?

Sam Jones- \$400

Sure Davis- \$1, 000

Evelyn Boyd- \$1, 500

Jane Simond- \$3, 200

Ralph Dubose- \$1, 900

2. What criteria did you use in determining the size of the raises?

I first put into consideration the performance standards of the employee to

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the company. Then finally the social aspect of individual's financial need was considered.

3. What do you think would be the feelings of the other people in the group if they found out what raises you recommended?

Since my recommended raises are considered on the basis of the employees' performance levels to the company's progress and then the second in priority in consideration is the social financial burden each of the employees may have- could be the best benchmark to base my proposed raises. Thus, I expect understanding and less complains since nothing is personal about these raises.

4. Do you think the employees would eventually find out what other raises others received? Would it matter?

I expect these raises to be confidential and personal between the company and the employee at individual level. Yes, this information can be leaked out as the employees may share it among themselves. Yeah, it matters because it can raise unnecessary misconceptions and attitude among the employees towards each other.

Inserting the Team Concept into Compensation- or Not

1. Does the pay-per-performance plan seem like a good idea? Why or why not?

No, the pay-per performance plan doesn't seem a good idea. 100 % resistance is a show of resentment from the employees who were preciously team cooperating and delivery from the team-based approach.

2. What advice would you give Regina and Sandy as they consider their decision?

The company was doing fine with the Sandy's introduction of the team-based  
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approach and the whole employees' negative reaction to the idea of the team-based pay for performance is an indication of failure of the plan by the people tasked to make it work out.

3. What mistakes did they make in adopting and communicating the new salary plan? How might Sandy have approached this major compensation change a little differently?

The mistakes they did include:

a) Not engaging the employees in decision making.

b) The process by which they made the changes and the method of announcing it could discourage the employees' commitment to team effort. Sandy would have approached this compensation change by first initiating bonuses to the best performing teams, and then gradually initiate it as a benchmark of making pay changes.

4. Assuming the new pay plan is eventually accepted, how would you address the fact that in the new performance evaluation system, employees' input affects their peers' pay levels?

The employees should encourage and cooperate with one another towards ensuring that the team-based approach is successful for their group so impact positively on the members' pay.

Work cited

Swanson, Richard A, and Elwood F. Holton. Foundations of Human Resource Development. San Francisco, Calif: Berrett-Koehler, 2001. Print.