

How i would proceed research paper example

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



Introduction

Increased globalization and the entry of numerous firms within similar industries into the market have led to immense competition. Firms have, therefore, been forced to rethink over strategic measures that can enable it to continue operating as a going concern entity. One area that has attracted so much interest from managers is strategic human resource management. This is because human capital is currently considered the most significant capital within an organization. It is on this basis that from time to time, firms seek the services of industrial/organizational psychologists who design job selection systems. An industrial psychologist is mandated with the key role of designing a good selection system which will see qualified and productive employees recruited within the firm. Selection systems can involve numerous or less assessments depending on the nature of a given firm. This paper seeks to discuss how as an industrial/organizational psychologist, I would proceed in case I am consulted to design a selection system which involves an assessment which is not within my area of training.

Industrial psychologists are at times faced with various challenges within their course of practise. One of these challenges includes being given an assignment which is not within their area of study. Nevertheless, there are various ways which can be used to solve such a challenge. Firstly, as an industrial psychologist, I can seek the assistance of a fellow industrial psychologist that is knowledgeable in that particular area of study. In this scenario, I would particularly sub contract the designing of an assessment used to measure a clinical construct to a psychologist who has been trained

on that particular field. Secondly, I can also decline the appointment on the basis of lack of adequate knowledge.

Conclusion

Industrial/Organizational psychologists can sub contract assignments which they are not well conversant with. Moreover, they can also decline appointments on the basis of lack of adequate knowledge.

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