

Employee selection i- o psychology research proposal examples

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



Abstract

Employment selection generally deals with entire process that is used by the management of the Virginia Aquarium to put the right employees on the right job. Selection of members of an organization is very vital since it assist with the matching of professions in the Virginia Aquarium Company. It is a very vital procedure that is essential in the Virginia Aquarium since it matches organizational requirements with the qualification of the people. Through the use of the process of selection, the company is capable of receiving very qualified employees. This ensures that the Virginia Aquarium receives very qualified employees that are working oriented (Viswesvaran and Ones, 2010). This is the basic need that is very vital in the improvement of the organization. Therefore, for an organization to become as competitive as Virginia Aquarium it needs to use the selection procedure to acquire the most qualified applicants.

Introduction

The process of selection in the Virginia aquarium & marine science centre usually involves putting the right employees at the respective position in the organization. This is extremely vital since through choosing the appropriate employees, the organization is capable of acquiring the best employees. Employees that are capable of delivering quality work at a given specified span of time are the best since they improve the productivity of the firm. Through the procedure of selection, Virginia aquarium & marine science centre is also capable of selecting the diverse management official that are capable of organization the manner in which the organization operates

(Mccarthy, Hrabluik, And Jelley, 2009). The more the organization is organized the more it manufactures and improves more supply. This paper will focus on the selection procedure that is conducted at Virginia aquarium & marine science centre and the changes that can be implemented to make it better.

Since the Virginia aquarium & marine science centre mostly deals with customers who want to enjoy their free time, the organization has to offer quality services. Most of the recreational organizations have failed to establish and even expand mostly because of poor management. The services that are provided in most of the hotels are poor services hence most customers decide to find more interesting places that they can enjoy their money and time. Through a keen study, the Virginia aquarium & marine science centre decided to employ a management team that is capable of controlling the entire system.

The management was in charge of various different vital duties in the Virginia aquarium & marine science centre. However, one of the most essential tasks that the management had to achieve was to improve the selection of new employees. Employees determine the manner in which organizations grow and also decide the productivity level of the company. Therefore, to be able to improve the services and level of satisfaction, the Virginia aquarium & marine science centre decided mainly to concentrate on the selection procedure.

Selection enabled the company to achieve various diverse objectives that the company least expected. For instance, through proper selection, the company was capable of increasing its rate of productivity. This ensured that the company produced high quality supplies and hence attracting more customers. Through the increased profitable gains, the company acquired even more loyal customers who made the company to become more competitive in nature. The increased profitable returns also ensured that the company obtained more recognition from the entire work. This increased the number of customers internationally.

Background Information

The Virginia aquarium & marine science centre is one of the largest science museum and also an aquarium that is located in the Virginia Beach found in Virginia. The exact location of the aquarium is south of Rudee inlet. The Virginia aquarium & marine science centre aquarium cover an area of over 800, 000 gallons that mostly comprises of fresh waters and also some patches of fresh waters. The aquarium has been well recognized for the rare species of the marine animals that are found in the waters.

The key habitants of the Virginia aquarium & marine science centre encompass of; cuttlefish, spotted eagle rays, komodo dragons and tomistomas. The aquarium is also contains large water bodies that have been collected from diverse seas such as the Red sea and Malysian Peat swamp. Although the aquarium has developed into a big water body with diverse animals, the place had begun with very minute animals a very small water body. However, the through commitment from management and the

employees, the aquarium developed into a large water body that is capable of accommodating different species of marine life.

Describe the specific problem you are interested in fixing

There are various problems that usually face the selection procedure that is usually carried out in the Virginia aquarium & marine science centre. Some of these problems can be avoided since the company has a wide variety of equipment and resources. Through proper use of the available resources, the company can be capable of correcting the problems that are facing selection. Some of the key problems that are facing the selection process of the Virginia aquarium & marine science centre encompass of:

Fraud during the selection procedure

During the selection procedure, the candidates are usually given an examination that the company uses to determine the qualification of the candidates. This is usually the initial stage before the interview. The candidates that are usually unable to score a given pass mark are usually done away with even before interviews. However, some candidates usually take the advantage that they are many to cheat during the examination. This is very risky to the organization since a large number of employees might be employed but lack the required skills. However, this can be fixed through the introduction of new CCTV cameras in the interview halls. Candidates found cheating in the interview will automatically be terminated from the selection process.

Time wasted during interviews

The amount of time that is wasted during the interviews that are carried out in the Virginia aquarium & marine science centre is also a lot. This is usually triggered by the virtue that the number of the candidates is usually more than the selecting officials. This makes it actually a big deal for the candidates to be dealt with at an individual level. In some cases, because of lack of time, some candidates might find the official tired hence might escape questions. Some officials even reduce the intensity of the questions since tiresomeness. To reduce the time wasted during interviews, the Virginia aquarium & marine science centre can introduce advanced technology. Through the use of the sound recognition and computers in the selection procedure of the Virginia aquarium & marine science centre, a lot of time wastage would be saved.

o Describe research that is directly related to what you want to do

""? Part 4: Specific relationships between your variables as seen in other research (should be biggest part)

o This is, primarily, where you integrate with other research

o This is where you describe the research best practices for this particular problem

""? Part 5: Lays out the specific experimental

Hypothesis of this research

The following are various diverse stages of the selections procedure that should be used by the Virginia aquarium & marine science centre to choose

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the most efficient and reliable applicant for any certain free occupation in the company. Some of the key stages that are usually keenly adhered to encompass of: Orientation/ induction, Final interview/assessment centre, Physical medical examination, Checking references, Employment test, Interview and Application blank.

Application blank

This is a form containing a series of enquiries about an applicant, education background, previous job experience and physical health. This is the first step in the selection. Some of the details contained in the form are names, address, telephone number, nationality and qualification.

Interview

This is a formal conversation conducted to evaluate applicant acceptability. Interviews are commonly used to collect personal information and academic level from the applicant. Through the interview, the management is capable of identifying each applicant hence able to evaluate the best applicant as per level of education. This make it easier for the organization to be sure of which candidate is more suitable for a given job. Interviews allow sharing of information where the interviewers can learn about the applicants and the applicant can learn about the employer.

Employment test

Test administered to job candidate usually focus on attitude, skills, ability or knowledge relevant to the job that are to be performed. For example, basic computer skills test indicate how well the applicant will do on the job. In

predicting job performance, companies use general intelligence or personality tests and integrity tests.

Checking references

A job candidate is asked to finish the names of references. References are people who can verify background information and provide evaluation of the candidate. They are normally conducted to verify such information as previous job responsibilities and the reason an applicant choose to leave a former job. Physical examination is also vital. The objectives of this examination are: To check the physical fitness of applicants for the job applied for. To protect the company against unwarranted claims for compensation under certain legislative enactment, such as workmen's, compensation act. To prevent communicable diseases entering the business concerned.

Final interview/assessment centre

This is the final stage of selection where the candidate is notified according to their performances. At this level, the candidate is shown the diverse departments of the organization that he or she is supposed to work within. The candidate is also made familiar with the diverse roles that he or she is supposed to accomplish while working in the company.

Orientation/ induction

Once all the available information about job candidate has been collected and analyzed, those involved in the selection decide which candidate they would like to have. A job offer is extended to the candidate if it is accepted;

the candidate becomes an employee and starts to work for the firm.

Orientation topics range from such basic items as the location of the company cafeteria to concern about various careers path within the firm.

Method

The experiment that would be carried out is whether the new selection procedures that I have highlighted actually solve the problems that are affecting Virginia aquarium & marine science centre. The experiment can either be carried internally or externally in the organization. Internally, the management can randomly choose participants randomly from each department. The candidates that are chosen should then be interviewed and undertaken through the new selection procedure. However, strict regulations should not be imposed on the clients since they are part of the organization.

Externally, the organization can create employment opportunities in the different departments that actually need reinforcements. This is for the key purpose of finding new employees that can perform their duties as per the expectation of the company. The company can then select a panel of experts who will ensure that all the new regulations and procedures are adhered to the latter. The panel can comprise of experts who will have to be trained in the organization. The number of the applicants cannot be stated since the number of people applying for the post can be more than expected.

Participates will be selected according to their well versed according to the position offered. The company can decide to either use an oral or formal interview to keenly scrutinize the candidates. This will ensure that the

candidate selected is efficient and is well equipped with knowledge concerning the study topic. The materials that will be used to test the candidates will comprise of an examined interview on paper, and an oral questionnaire. A candidate will be required to have a paper, a pen, rule and other accessory that might be needed according to the job opportunity. After the arrival of the candidates, they will be interviewed to give personal details. After which each candidate will be required to follow step by step the necessary procedures that is required in the selection procedure. The results will later be used to determine the best candidate who will be offered the job opportunity.

After the various measures suggested have been implemented in the Virginia aquarium & marine science centre, there are diverse methods of data analysis that would be used. Data analysis is very vital since it enables the researcher to determine whether the experiment has been successful or it has failed. For the purpose of this paper, I would initiate the use of the qualitative analysis, quantitative analysis and category data. Through the use of these methods, I will be capable to determine whether the research will succeed or failed. The results will be arranged in diverse ways to ensure that the final results are exact.

In the first phase, the data will be analyzed by the help of computerized machines and appropriate data analysis methods will be used. Graphs can be drawn to derive formulas that will ensure that the new system runs in a smooth and efficient manner. Through the aid of experts, the company can also use computerized techniques to ensure that all data is well stored. This

ensures that the data collected is not lost but retained for future references. This is one of the most efficient ways through which the data can be analyzed and stored.

The selection procedure is very vital in the Virginia Aquarium organization since it has ensured that all the duties and roles in the organization are accomplished to the latter. Through the use of the selection method, most qualified employees are obtained by the company. This is very vital for the Virginia Aquarium since all the duties and roles are completed on time. The employees are well familiar with the type of duties that they are supposed to carry out hence produce perfect work. This makes the company to produce more yields that the expected levels of performance.

Selection is also very vital in acquiring employees that are self motivated. Good employees are not to be pushed so as to accomplish a given task. The employees should be capable of undertaking their won duties and completing them on time. This ensures that the company completes its over duties on time thus becomes more competitive in nature. Through becoming competitive, the Virginia Aquarium has been capable of maintaining and even acquiring more customers (Giese, 1959). This ensures that the Virginia Aquarium Beach Organization maintains its customers and even obtains more loyal customers. For this reasons, the selection procedure is very vital for any company that actually needs to succeed in business.

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