

Employee selection and development proposal research paper sample

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Employee Selection and Development Proposal

Gilliland-Moore Wines,

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Introduction

Gilliland-Moore Wines has undergone rapid growth recently. The company has expanded its supply base to the national level. Therefore, it has to select and develop new employees to help ease the job burden created by the company's expansion. The company must conduct a research to determine a suitable method of selecting and developing competent employees.

Research overview on employee development and selection

Current research on the development and selection of potential employees focuses on how to select individuals with talent, ability, skill and knowledge to competently meet the demands of the organization. The research also focuses on how to identify the individuals who fit into the job descriptions, as well as the organization's objectives and expectations. The aspects that are mostly considered by researchers include;

Organization's strategy and objective

When an organization plans to develop or select employees, it does so in line with the organization's general business strategy. This is because it is important for the human resources to be aligned with the business strategy of the organization. Aligning employee selection and development with the business strategy ensures that employees will learn the organization's culture and work to achieve the organization's objectives.

Abilities and talents

Organizations seek individuals who can seamlessly settle into the labour force and become productive within a short time. Therefore, talent and abilities are some of the aspects organizations look for when selecting individuals. Talented and able individuals are people with natural potential to work in technically demanding environments and still be productive. Therefore, potential employees with talents and abilities that match the job description have high chances of being selected and developed into permanent employees of the organization.

Knowledge and skills

Knowledge is the amount of theoretical or practical know how of an individual about something. Skill is knowledge obtained through learning. Organizations select and develop potential employees who have knowledge and skills that are relevant to the job. Matching knowledge and skills to a job is one way of ensuring that only competent and experienced people are selected.

Employee selection and development outline for the Gilliland-Moore Wines

Interviews

All employees would have to be vetted in interviews to ensure they are competent people for the respective jobs. The interview panel would seek individuals with experience in marketing. The individuals for the respective jobs must also have worked in the winery industry at some point in the past. The sales manager and the other four regional sales personnel would be

vetted based on their previous performances for the company. This would determine whether they are competent enough to handle the expanded responsibilities. The other ten sales employees would have to be interviewed like normal new employees.

Internal hiring

Hiring the top marketing individuals from within the company would ensure continuity within the sales department. Furthermore, it will be an indicator that the owners believe in its own employee to get promotion into leadership positions. It will also help in motivating these employees to work hard to achieve the goals of the firm. The other ten sales would be hired externally. These individuals must have experience in the sales industry, particularly in the beverage and winery industries. This experience would help the new employees settle down into their new capacities.

Succession plan

With the VP sales set to leave the company in 18 months time, it is imperative that plans are underway to recruit a new marketing manager. It would be wise to adopt an internal system of replacement. The company can assess the performance of the four regional sales managers and select one whose performance is most effective. This approach ensures continuity and promotes self confidence amongst employees.

Legal issues

There are important legal issues that the company must adhere to during the employee selection process. During employee selection, the company

must be carrying out all procedure legally. Employees must sign contracts that are valid, and every employee must agree to the terms and conditions of the contract. Furthermore, the company must ensure its wages are in line with the labor laws requirements. To ensure there are no legal problems between the company and employers in the future, both the company and employees must agree to a set of rules that would govern the working in the business. The process of hiring new employees must be done transparently to avoid cases of bias.

Conclusion

Therefore, the employee selection and development process for Gilliland-Moore Wines must be done professionally to ensure the company achieves its goals. The expansion of the sales department to cover the whole nation must not alter how the company operates. An internal hiring process for the top marketing manager and the four regional managers would ensure continuity, motivation and harmony in the company. The other ten employees would be hired using an external process through transparent interviews. The company must emphasize on competence and experience when hiring new employees or promoting. Finally, the company must have succession plans to help avoid discontinuity in the marketing department. Furthermore, legal issues must be given proper attention when carrying out an employee development and selection process to avoid legal problems between the company and its employees.

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