Free essay on scope

Business Proposal

This report examines the ways through which GE Company can be able to develop a better and efficient recruitment process for their applicants who are seeking for a job position or internship with the company through embracing technology in order to speed up the process of recruitment. Slow recruitment process in the GE Company has had a lot of disadvantages , especially on the applicants who have to wait for longer periods before getting their feedback. My research will focus on getting into the root cause of all these delays and looking into how the recent technological advances can be of help towards the company's recruitment process. One of the companies that have been known to have a smooth recruitment process is the Bain Company. A look at the system of the company, it is evident that the company has embraced advanced technological support which helps in properly managing its recruitment process. It is my hope that after this research I will be in a position to discover a number of things, including technological know-how that GE as a company need to integrate in their system in order to avoid losing applicants to their competitors due to slow recruitment processes.

Timetable

Collecting information for my proposal will involve first devising appropriate ways which will enable me get the concrete information best suited in addressing the issues of the recruitment process. I will first conduct interview with each and every applicants as well as the interns and employees in the organization in order to elicit the experience they had during the recruitment

process conducted. While collecting the information I will also make references from a number of sources in order to validate the information being given to me. I will use Google Scholar since it contains a wealth of information and researches on the effects of the recruitment process to the organizations.

Report Format or structure

I will use a simple format for my report, which will take that of an internal proposal. I will ensure that I incorporate al the five parts needed for a properly formatted proposal, which are the introduction, purpose of the proposal, the problem being presented, the solution to the problem as well as the conclusion. I will start by giving a brief introduction of my proposal followed by the main purpose I had to write the proposal. This will then be preceded by problem to be solved and how I intended to provide solution to the said problem. The proposal will then be summed up by a conclusion and summary of all the main things which have been addressed by the proposal.

Audience

My audience will include all my classmates, my job mates as well as my professor. I intended to have a thorough preparation for my proposal. The reason being all the matters that will be addressed have a direct impact on my audience. My audience requires having concrete information and ideas on the issues that I will be addressing. Understanding of the issues being addressed will be my priority since I would like at the end of my research to have an impact not only in GE Company but also on other institutions which in one way my audience will have a direct contact with. Therefore, it is very

important that whatever I will put forward will be taken seriously by all the participants.

Annotated Bibliography

Smith , A. D., & Rupp , William T. . (2004). Managerial challenges of e-recruiting: extending the life cycle of new economy employees. Online Information Review.

This is a great source where the authors have managed to provide important information regarding both hiring as well as ways of keeping employees and hence maintaining a competitive advantage with their competitors. This article presents a unique view of the e-recruiting process and how it is of benefit to an organization. Generally the source contributes a wealth of information on the application of technology in the process of both recruiting and retaining the workers. Therefore the source will be very resource in my proposal.

Chapman, D. S., Uggerslev, K. L., Carroll, S. A., Piasentin, K. A., & Jones, D. A. (2005). Applicant attraction to organizations and job choice: a meta-analytic review of the correlates of recruiting outcomes. The Journal of Applied Psychology, 90, 928–944.

This is another very resourceful article on the attraction of the applicant towards a particular organization and what influences their choice of job. Being in a position to attract a number of high performing applicants is the main goal of an organization. For an organization to function effectively there is a need to have employees who are performing to their optimum. The article involved a study where various parameters involving job seekers were analyzed. Therefore, this article will present useful information for my

research needed to effectively present my proposal.

Lee, I. (2011). Modeling the benefit of e-recruiting process integration. Decision Support Systems, 51, 230–239.

This is also a very important article. The article presents information on the benefit of e-recruiting process. A number of businesses have adopted e-recruiting process to be their main way of recruiting their employees. The article resents a review of a number of issues involving the e-recruiting process, its benefits as well as the best model for application of the process. It is through this article that a number of issues, especially regarding investments as well as the best ways to have a e-recruiting system will be addressed. Therefore, this article will be very vital in my research. I will be able to support a number of ideas through the use of the article.

Newman, D. A., & Lyon, J. S. (2009). Recruitment efforts to reduce adverse impact: targeted recruiting for personality, cognitive ability, and diversity. The Journal of Applied Psychology, 94, 298–317.

References

Chapman, D. S., Uggerslev, K. L., Carroll, S. A., Piasentin, K. A., & Jones, D. A. (2005). Applicant attraction to organizations and job choice: a meta-analytic review of the correlates of recruiting outcomes. The Journal of Applied Psychology, 90, 928–944.

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