

# Case study: laura learns a lesson

[Business](#)



What evidence is there that employment discrimination has taken place in this selection process? Organizations have to have clear legal obligations to provide for equal employment opportunity in the workplace. Unfortunately, where Laura works, the company did not introduce maternity leave for women who have babies. They have to put resignation when they are pregnant, which is unfair to Molly.

I do not think gender as discrimination, which played a part in this selection process. Laura was not discriminated against Ben's gender, so as to refuse to point him as the acceptations.

Laura as the supervisor, she was insisted to replace Molly with Amy before the selection process. She did not take the selection process seriously, did not give equal opportunities to other colleague. 2.

Who would you have put on the selection panel to ensure the best selection result? Why? HER manager should be put on the selection panel to ensure the best selection result. He as the professional HER specialist would have more experiences and be more objective to select best employee. He could make sure that selection is not biased, ND to provide an external perspective to the interview process. . How could the panel have been more objective in distinguishing the strengths and weaknesses of each candidate? Laura has been subjective in choosing best candidate, she has influenced other interviewers' decision making before the panel discussion who is the best for the vacancy. The panel should consist other supervisors from other sections.

Make sure that at least one interviewer is an “ independent” whose role is to ensure that selection is not biased, and to provide an external perspective to the interview recess. 4.

Discuss the validity and reliability of the selection test used In this selection Validity in selection refers to how well the selection technique used measures what it claims to measure (Desire, Griffith et al, 2004). The term “ validity” often refers to that the tests are Job related. The tests that Laura downloaded from Internet: typing test, innumeracy test and personality test were very much related to the job vacancy- receptionist. I could say Tanat ten tests were villa predictor AT consequent performance on the Job.

Reliability is the second important characteristic of selection techniques, it refers to the consistency of scores obtained by the same person when retested with an identical ore equivalent test (Desire, Griffith et al, 2004). I doubt that the tests score would be consistent if Laura downloads different typing, innumeracy and personality tests. All tests Laura gained from internet were not specifically designed for her Job vacancy. In conclusion, the selection tests were valid, but unreliable. 5. Identify the formal and informal events relating to the selection process in this ease.

The selection process varies from organization to another. What I could identify formal: \* Advertised Job vacancy externally \* Job analyses \* Panel interview formed \* Interview tests prepared \* Interview questions prepared based on selection criteria Informal: \* Interviewers were from same section \* Interview tests were downloaded from internet, rather than newly designed based on the Job description and specification \* Lack of panel discussion \*

Personal bias made from Laura, who insisted to have Amy \* No background investigations for candidates 6.

What impressions does this selection process give to future internal and external job applicants? Both internal and external job applicants would perceive that this organization has not provided equal employment opportunity in the workplace. I see selection process is Dallas Disease on supervisors' personal preferences. As a discrimination against men to apply for the receptionist.

7. What should the HR Department do to improve the selection process in the organization? HR Department should reanalyze the job description and specification by asking what supervisors' needs.

Establish what information and answers they wish to get through the interview. HR department should set proper interview structure, process in the future, and select different interviewers from different functional units; mostly important is to train them. Monitor the interview process, eliminate personal bias and discriminate practices.

Check references before offering a job. Lastly, HR Department must introduce equal employment opportunity into the workplace, to avoid any legal complaint.

8. How can the HR Department assess and address the claim that discrimination is present in the organization?

It is the HR manager's responsibility to ensure that candidates are not discriminated against in employment. In Laurel's organization, what

happened was systemic discrimination which often called unintentional discrimination.

Laura was not intentionally discriminated against Ben's gender, she only wanted to work with Amy. This caused her not interested in other candidates other than Amy. Organization did not discriminate against female staff in taking a maternity leave. Even though, Molly afraid to apply for the maternity leave and no one ever did, but here were not company rules said they can't.

HER Department should take some affirmative actions to achieve equal employment opportunities for groups discriminated against or suffering disadvantage in the workplace.

For examples: publish new policy and provide maternity leaves for female staffs, review the selection process, hiring some male staffs in the workplace. 9. What lessons about the selection process do you think Laura can gain from this experience? If I was Laura, I would learn not to be discriminate against male receptionist.