

Movie theater general manager assessment

[Business](#), [Human Resources](#)



Movie Theatre General Manager Assessment The position of a movie theatre general manager is significant to the success of the theatre. There is a need to fill the vacant position and the assessment methods that are to be employed are therein stated. The text states the job title and its description. Consequently, a broad perspective on the job is provided with respect job assessment. Assessment test elaborates on the application and the selection process. The assessment paper concludes by discussing how to provide a balancing on the emerging issues.

Job Title: Movie Theatre General Manager

Job Description

The movie theatre general manager in this context will be required to oversee the organizational structure of theatre. Staffing and customer service are key components that the movie general manager will be required to undertake as appropriate. Accountability is key in ensuring that the manager delivers on the job.

KSAOs of a Movie Theatre General Manager

The movie theatre general manager will be required to have a formal education with a bias in management.

The movie theatre general manager should have excellent communication skills and proper administration techniques.

The manager will be required to have distinct management and customer care skills. Essentially, the movie theatre general manager will be expected to ensure proper coordination of various departments.

The movie theatre manager will be required to exhibit budgeting and financial skills.

Customer relations and staffing will be important components required for the position.

Job Assessment

The position of a theatre manager is critical to the success of the organization to the extent that if the individual employed for the job is not up to the task then the objectives and goals cannot be met as appropriate. To this end, a careful assessment of the various tasks is scrutinized and matched with the relevant qualifications. While recruiting, it is important that the individual understands the tasks and the relevant procedures and processes needed to ensure success. The theatre manager will require attending a training session that will last for a period of 31 days. At the end of the training session, the management will conduct a training assessment test to determine the effectiveness of the process. Compensation will be determined based on the level of competence and the inherent job factors directly related to the job offered.

Assessment Test

Performance assessment is the testing mode that is to be employed in determining if the individual recruited can perform the tasks as appropriate. The tests will be conducted by the directors and members of the executive. Key areas of testing will include skills, knowledge and level of commitment to the job offered. Some of the questions to be asked include

1. Have you ever worked in a similar position?
2. Do you possess the necessary skills and knowledge for the job?
3. Can you effectively deliver on a project?

The questions will determine if the individuals recruited are the right ones for

the job. The test questions will be analyzed and evaluated by the executives and the concerned people recruiting for the job.

Application process

The selection process will begin immediately after the applications. The idea is to expedite the process by looking at every application and determining if they correspond with the needed requirements. The selection process being done immediately after application will give the organization time to identify key features and abilities that can otherwise not be spotted when the applications are many and the inherent time limits. The selection is to identify the qualifications and if they match with the relevant processes. To this extent, the time for looking at a single application will take about 20 minutes with an average of five applications being reviewed within an hour. The cost will be determined based on the number of applications received during a period of two hours and checked within the specified duration. The relative cost of the process will be \$500 for every five applications done within an hour.

Emerging issues

The organization will only be committed the criteria and procedures relevant to ensuring that the vacant position is filled by a qualified personnel. To this extent, the qualifications will be a priority, not to mention the level of competence. Balancing the emerging issues will be of critical importance because of the significance of the office. The selection will scrutinize the documents presented with utmost precision and where doubts are abounding the applicant will be given a phone call to clarify certain issues relating to the authenticity of the documentation or written submissions

(Muchinsky, 2012). If the selection team does not find the applicants submissions to be satisfactory, the application will be thrown out, or further interrogation done by contacting the certification bodies.

References

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Muchinsky, Paul M. (2012). Psychology Applied to Work. Summerfield, NC: Hypergraphic Press, Inc.