

# Tanglewood case assignment

[Business](#), [Management](#)



Specific Assignment Details It will be incumbent on you to present several options regarding how this hiring decision should proceed. This is a very important decision, so Tanglewood would like you to provide several different possible selection schemes. 1. Develop a detailed selection plan for this position. Determine what you want to measure by analyzing KSAOs from the job description and the information on organizational culture in the case, and fitting the selection measures into the plan format as shown in Table 8. in the book. The assessment methods you should consider in the selection plan are biodata, the Marshfield Applicant Examination, Retail Knowledge, conscientiousness, and extraversion. 2. Develop assessment scores based on several multiple predictor methods described in your book. This entails developing distinct scores for each applicant based on clinical prediction, unit weighting, and rational weighting schemes. For each method, develop a list of your top three finalists to provide to the regional manager.

Compare these to a multiple hurdle selection procedure that uses test scores as a first stage to find the five strongest candidates, and then uses interviews and resumes to select the top three finalists. Which of the methods do you believe works best? Why? 3. You are making a recommendation for who should be considered a candidate for hiring based on your read of the data. Using your recommendations, Tanglewood will develop a panel of individuals who will be involved in the final selection decision with interviews.

Who do you think should be involved in this process from Tanglewood? 4. Based on the three previous portions of the assignment, develop an official guide to selection that can be supplied to all the stores. This official guide

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should provide the information from the selection plan, suggestions for how to combine predictors, and guidelines for managers on who should be involved in the final decision. The decision makers do not necessarily need to be the same ones participating in the selection decision for the Spokane flagship store.