

Applied psychology essay examples

[Literature](#), [Russian Literature](#)



Looking for a place to spend this festive season with your friend, family, your sweetheart and loved ones? You need no other place than to be a guest at The Borgata Hotel Casino and Spa situated in Atlantic City. The services offered ranging from a well equipped casino whose capacity can offer a slot of 4, 000 machines, a total of five comfortable dining restaurants, not to mention the entertainment that will rock you night up, worry less about the space cause there is 2400 capacity seats and when you feel worn out and want to look more fabulous than ever, then we have a well vanished Spa where u can fix your hair in our salon, look for glamorous clots in our fitness center and even do some perfect hair cut of your taste with our barbershop just to mention but few. Ladies and gentlemen, if you thing you have really enjoyed the finesse of life, then you have not until you visit Borgata Hotel Casino and Spa.

For any organization to be successful as Borgata Hotel Casino and Spa, it takes the competence of stakeholders who are entitled to offer best services. An exclusive recruitment campaign therefore must be employed to source qualified personnel. To achieve this, the organization must have a campaign plan that explicit clear objectives and a timeline. For instance the advertisement and message on the billboards with the logo someplace but different change was so attractive and capture the attention of many to apply for the job. The message boost the objectives of the organization attracting many competent workers like Kelly Odee a man with 14 years experience in the field of work.

Involving general members of the organization in the process of recruitment planning is also an efficient way to ensure excusive recruitment campaign.

This ensures that goals are improved due to large diversity of both ideas and contacts increases hence more successful. In recruitment process, retired members should also be included . They serve a great deal in resourcing and facilitating campaigns. The Borgata Hotel management had to involve members present like Nicodemus so that they could successfully plan for the recruitment, decision making and channels to use in giving out the message to target group.

Visiting offices, developing recruitment mails and involving head on campaigns should also be included in recruitment plan . This ensures that the activities and objectives of the organization are captured by the targeted group and this will improve the quality of the recruitment planning.

Borgata Hotel Casino and Spa in 2003 advertised only a vacancy requiring only 5, 000 people but it received almost 65, 000 forms of applications.

Some of the factors that will influence this number and the quality of the work include the applicant's knowledge. Since most people applying are new, there is no basic information about the behavior of the person and since recommendation can only be made by a professor who really knows the person, he or she may exaggerate not giving out the real side of the applicant. This affects the quality in the sense that one may not be able to really perform as stipulated in the recommendation letter.

The second factor is reliability. There is huge difference or disagreements between the person writing the recommendation letter and the person who is being written to. For instance the supervisor at the Borgata Hotel who is observing the applicant within the setting of work may disagree with the professor of the applicant who has being observing him within the context of

classroom. The reliability and work difference therefore affects the individual and the quality of job as well.

The third factor is the factor of extraneous. This is where the applicants indicates in there reference letters examples and generalities. Those applicants who indicated examples are better of than those who are general. It is hard to determine who is more genuine than the other. For instance in the application letter of Charles Nicodemus, his 14 year of experience at the Trump Marina automatically s the quality of work he can deliver at the Casino and his acceptance to the company.

The forth factor is the leniency in the recommendation letters. Studies reveal or sows that most recommendation letters are above average therefore qualifies applicants for the job. It becomes different when delivering services and most of the employees tend to become worse than even imagined. The leniency in recommendation letters affects the quality of the job and even individual negatively since what the paper recommends is far from practical. Nearly 65, 000 people applied for a 5, 000 vacancy job at the Borgata. Reducing and choosing the best qualified among the applicants not a walk in the park for the Borgata management. To evaluate and come up with the most appropriate applicants, the management had to employ techniques using: interaction through E-mail. This enables the management to basically analysis the candidate. Here basics like whether the candidate is really egger for the job or whether the candidate is responsive or if someone is keen enough and ready for next step is tested. This will eliminate serious candidates from jokers.

The next strategy is to use phone screening where the candidates are

assessed first prior to the interview. Laura Drescher is a customer care expert in charge of telephone operations at Borgata Hotel therefore will take mandate of phone screening. The questions asked here is to have the understanding of why the candidate was interested in the job and not in other organizations. This gives the management to gauge if the person is in line with the organizational goals or objectives. Is he or she articulate and enthusiastic enough? These are some of the questions that will reduce the applicant's forms at early stages.

After the elimination through the three strategies above, engage the candidates who made to be short-listed into a case study of the actual job. Provide assignments involving all the background details then arrange for time of presentation to the panel that will then make the decisions of employing . This case study gives a thorough evaluation of the great applicants from average candidates. For instance in the Borgata Hotel, if the applicant is good in barber and not hospitality, he or she is directed to barbershop while those who are good in catering are taken to the restaurants.

The last process after eliminating and separating great candidates from average is to introduce cultural assessment on-the-job. This enables the management to determine the ability of the newly recruited member to execute the specific role of the position he or she secured and finally the analysis of the qualified comfort in the company.

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