

# Example of thesis proposal on human resources

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



## **Executive Summary**

Selection and recruitment have remained critical factors that organizations use to drive their operations because they identify the best staff and map their requirements for continued developments. Human resources managements in organizations therefore utilize this initial stage of getting their staff in defining their institutions level of operations, enriching their cultures and creating a sense of high productivity which drives both workers and their leaders towards continued innovativeness and creativity. The process of selection and recruitment has however not been an easy one for most organizations due to a myriad of factors that operate both internally and externally too. This report digs deep into the food processing industry of Iggy's Bread of the World to establish their recruitment and selection mechanisms, the difficulties they continue to face and the relationship they have in the industry performance.

## **Introduction**

“ Work/life benefits can bolster recruitment efforts” (Lori & Kimberly, 2009: 197)

Recruitment and selection from the baseline that defines the nature of an organization's operations, creativity of staff and cohesiveness of human resources that translates to higher productivity and profitability. Employees make it possible for organizations to implement their policies and adopt continued improvement models that level change, focus and place organizations at international performance and profitability standards. Realization that employees' skills, experience, knowledge and understanding

can anchor organizations to become the best globally has made many organizations reestablish and redefine their mechanisms that improve them at different levels. Breugh, (2008) and Schon and Ian (2009) appear in agreement that recruitment and selection of staff should be employed as the very first step towards developing a highly vibrant organization. In their research, Meyer, Laura and Natalya (2012) found organizations with elaborate recruitment and selection policies to have high productivity and profitability.

Recruitment and selection in the above theoretical framework form the baseline upon which all other activities are derived. Through a carefully implemented recruitment and selection, the food processing industry would easily build a culture that incorporates great creativity and commitment to the organization. Besides, it maps core talents and, therefore, prepares the organization for greater innovativeness.

## **Issues Impacting Hiring**

Organization culture

There are certain cultures in the organization, in the Iggy's Bread of the World and food industry there are many special traits that help to improve the recruiting and selection process of new employees in the organization. This involves the activities that the organizations that are involved in that improve organization's reputation making it be known. This kind of culture of the organization draws many individuals in to aspiring to work with the organization due to its popularity. This popularity gained through involvement into activities like ceremonies, youth scientific and technical

contests, culture and sports events. This popularity leads to many people being willing to work with the companies, creating a larger pool of skills for the company to choose from the best individual to be recruited.

## **Talent Identification**

Alan, Compton and Bill (2009) explain that employees' selection and recruitment are an inherent reflection of an industry's strategy towards development. Therefore, it can be considered as the first step to remaining vibrant through innovation. As a process that has been tested and worked effectively in other organizations, Iggy's Bread of the World must review its performance and draw create a room for better selection and recruitment methods if it wants to advance and compete with others internationally.

## **High professionalism**

High professionalism is also derived from articulate selection and recruitment because workers would be drawn based on merits and not favoritism that kills innovation. In order to ensure that the employees to be recruited are the best suited for the job in the organization they emphasis on the professionalism, which is depicted via the command of ample knowledge, skills, habits of the candidates, and their dynamic plan of work to adapt with the new technologies. These professional qualifications are determined by the applicant's credentials evaluation. This will facilitate the maintenance of a stable and high quality of labor output, productivity and labor efficiency. The recruiting team determines the candidate's ability to make considered decision, operational involvement in the production process and finding solutions to challenges experienced. In order for

recruiters to identify individuals with the high professionalism skills, they select those with working skills and habits in similar areas of activity. This contributes to the development of high professionalism, which is also later promoted by training of new techniques and professional skills.

## **Democratic leadership**

Democratic leadership involves making the final decision in a very transparent and collegial style. This is by involving other members of the organization in the decision-making process. The members of the team who are in this case the employee are motivated through job satisfaction due to the involvement. This brings a feeling of control over the organization thus bringing about a sense of belonging by the employees. This style of leadership is suitable in a changing and dynamic environment such as the recruitment and selection for the employees. This can help the recruiting team to involve the candidates who have applied for the job. This will facilitate the involvement of the other employees in deciding which are the best-suited candidates for the job (Rong and David, 2009).

## **Innovativeness and continued development**

At the second level of the framework, food industry in Iggy's Bread of the World would easily invoke innovativeness and continued development that would further project the organization to high productivity. This innovation is depicted though engaging in a constant exploration for new more complex capabilities, technologies and working methods by the employees. This can also be promoted through implementing new methods and practices intended to solve production task. The employee who has passed the above

feasibility tests is expected to have openness to the dynamism, adaption to new production methods and have the willingness to implement the innovation aimed to achieving the organization objective in a more effective and efficient way (Meyer, Laura & Natalya, 2011)

## **Decision Making Matrix**

A decision making matrix is one of the tools which is helpful in creating a planned strategy for hiring. The tool is created in order to ensure that there is a standard way of recruitment, and it also helps the organization to ensure that they have a common set of agreed policies and requirements according to which the hiring within the organization takes place. The same has been created for Iggy's Bread of the World and will be used for future hiring.

Please see the appendix.

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