Can you hire the right faculty members

Business, Management

How to Hire the Right Staff The Davis School of business in Sincere College is a reputable school of business that offers various degree programs to thousands of students, including those from the Northeast. There are more than 50 faculty members who operate on a full-time basis. There is a need to increase the number of staff by either three or four people. This paper presents a report on the proposed plan to help the school hire more staff who are the best qualified to fill the open positions. In this plan, the different needs that had to be addressed are raised, and proposals to some solutions that can act as mitigation measures in regard to the issues are given. Michael Beer, Michael Wanton, and Bert Spector write a book where they explain the four most important principles that need to be applied concerning human resources management. These four principles are very useful to any human resources practitioner who is interested in gaining knowledge of the effect those human resources strategic management has on the employees, the employer, and the society that receives services or products from the organization. " Managing Human Assets" is the title of the book, and it lists the four principles as competence, commitment, congruence, and cost effectiveness. These four principles are central in the recruitment process of the new faculty members. Competence is a principle that ensures that the organization stays in business. To achieve this, competent employees are a necessity as they are aware of their employees' expectations (Beer, 2011). Competence ensures that the delivery of services to clients is above average. In this regard, the Davis School of Business requires competent professionals with a rich educational background and years of experience in the educational and business fields. Commitment is

the second principle, and it refers to the demonstration of the employees that they need to be committed to their jobs and other duties assigned to them. The human resources management of Davis school of business needs to ensure that they do not have less staff than they need to avoid overworking their employees (Media, 2013). This motivates the employees to consider becoming long-term employees to their employers as their working conditions are fair and favorable. Congruence involves ensuring that the goals that the company has are compatible with the staff that has been recruited to perform specific tasks. The human resources management is responsible for hiring the most suitable people who can help the organization realize its goals. This means that recruits should be inventive and talented individuals who can steer the organization to innovative research so as to improve service delivery to clients. In short, human resources management should have goals that show congruence with the company goals. Cost effectiveness is the last principle that concerns itself with cutting down costs, especially when recruiting new staff or training staff (Mondy et. al, 2009). For the Davis School of Business, hiring of new faculty members should not be an expensive affair. During the recruitment process, costs should be at the minimal. Advertisements for the posts should be made in such a way that the message reaches the desired target group without spending frivolously. For instance, the existing staff could be requested to inform individuals they may know to come and apply for the jobs, or the human resources department could put up advertisements in the notice boards around the school compound. Sincere State College is an established educational institution that has been in place since 1970s. It is a mature institution that

seeks to provide quality education to its students and job opportunities to the society. Institutions that have been in existence for this are more interested in maintaining a stable environment for them to continue operating. They put more attention to efficiency and making profits. Competence as a principle may not be applicable in such an institution as it is already established, and it has already made a name for itself. On the hand looking for a competent individual may require an organization to spend so much money as most competent people are not easily available. If this factor is put into consideration, cost effectiveness will not be applicable. Another limiting factor is that few people can commit to staying in one job for a long time even before they have an experience of the working environment (Mondy et. al, 2009). Those already in the job may find it hard to resist a better job offer than the one they are in, and so they prefer not to commit themselves in case a better opportunity arises. These problems call for identification of tentative solutions so as to have a successful staff recruitment process. This is a very important step as it consumes most of the available resources. Some of the methods that can be used to come up with solutions include search tactics and design tactics (Media, 2013). There are also ready-made tactics based on the assumption that every institution has a collection solutions waiting to be applied to any problem that arises. in this case for example, if hiring of competent people proves goes beyond the budgetary allocation, the amount for the recruitment can be added or other less qualified people can be allocated the positions. Search tactics is a method where solutions are derived from the ideas that are available. Comparisons are made from various proposals and the most applicable

solution is applied. The human resources management can come up with solutions to deal with an unexpected situation and they choose a method most applicable to them. A design solution is where solutions are made for specific problems. It creates the opportunity for creativity as people have to think so as to get a perfect solution for the current problem. References: Beer, M. (2011). Managing human assets. New York London: Free Press Collier Macmillan. Media, D. (2013). What Are Some HR Principles | Chron. com. Small Business - Chron. com. Retrieved June 25, 2013 from http://smallbusiness. chron. com/hr-principles-60561. html Mondy, R. W., Noe, R. M., and Gowan, M. (2009). Human resource management (9th ed.). Upper Saddle River, N. J.: Pearson Prentice Hall.