

# Hotel paris recruitment practices essay examples

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



## **CASESTUDY: HOTEL PARIS**

### Overview:

Recruiting the right employee for the job is the most crucial process for an organization. In the case of hotel Paris, the management and the HR department was not paying any attention towards recruitment of employees. For a customer centered business, customer satisfaction hold primary importance. The criteria for recruiting the employees were extremely vague, and no set standards had been communicated from the headquarters to the management in this regard.

### **Sources of Recruitment:**

The sources of recruitment which organizations can use to ensure efficient recruitment are by categorizing the internal and external candidates suitable for the job. The internal recruitment sources include transfer, promotion etc of employees from departments within the organization. The external sources of recruitment include focused advertising to attract desired candidates suitable for the job to apply. People referred by employees already working for the organization, outsourcing the task to the recruiting firms, referrals from the customers, flyers and billboards are considered as effective sources for recruiting employees. Hiring employees from competitor firms, retirement groups and state unemployment department are also considered as effective sources for the organizations. Networking groups, schools, and alumni groups are also effective sources used to attract fresh candidates for jobs. Employing people who are linked to social and religious organizations are also effective sources, which the employers use

for recruiting. Hiring through posting advertisements on business pages, web pages and several other online sources is also considered as effective practices for recruitment (Miner & Crane, 1995).

The hotel must use both the internal and external forms of recruiting. They must make sure that the employees hired may serve the organizational objective of ensuring maximum customer satisfaction. Hiring employees from competitor organizations and posting advertisement for hiring on social media links and in newspapers and billboards may be considered as effective methods. This is because these sources will generate more application from different candidates and so the options available to choose from will be more. More applications will create competition and selecting the right candidate will be easier for the recruiter.

Help-Wanted Ad:

The ad printed by hotel Paris will be aiming to target the right candidates for the jobs. An effective job advertisement must be put together in an effective manner to highlight the details mentioned below so that the message of the ad is effectively addressed. The effective mode of advertising is a nine step process. It must be precise, and it must communicate all the information in the most effective manner.

The first step for designing an effective ad is to ensure that the job title is prominently displayed on the top prominently. In the next step, the company and its details must be mentioned elaborately. The job description must be clearly stated, and it must mention in detail what the applicants will have to do when they are on the job. After the details of the job have been stated, the description for the ideal candidate who must apply for the job must be

clearly stated. The details mentioned for the ideal candidate to apply must be practical. The salary package or the range of the salary must be mentioned in the next step. The layout of the ad must be such that it appears to be extremely effective to the applicant. The job applications which have been clearly formatted and plainly written succeed in attracting more job applications.

The next steps must clearly state the methods of how to apply for the job. The steps must be clearly mentioned along with the documents which are required to be attached to the job application. The ads must not be discriminating, and the place where the ad is published must be properly selected to ensure that proper applications can be gathered. The local newspapers and the online job pages are effective for generating a large number of applications from candidates.

Measuring the Effectiveness of the Recruiting Efforts:

The effectiveness of the recruiting efforts can be measured through the use of different kinds of metrics. These metrics help in measuring the effectiveness of the procedures which the organizations use for recruiting the professionals and assessing the satisfaction of the employees and the effectiveness of the recruiting process. The descriptions of the metrics are mentioned below (Jackson, Schuler, & Werner, 2009):

The Satisfaction metrics can also be used to assess the quality of employees which are newly hired by the organization, and it also helps in measuring the newly hired employee's satisfaction level. This method is used by the recruiters frequently assess the effectiveness of the recruiting practice (Jackson, Schuler, & Werner, 2009).

The Workforce productivity metrics is also used to highlight the level of productivity of the workers within the organization. This method is used to calculate the time required by the newly hired employees in order to reach optimum production level, and their ability to work under pressure. At the same time, this metrics allow measuring the new hire loss rate and newly hired termination rate (Jackson, Schuler, & Werner, 2009).

Hence, it can be concluded that the use of these metrics can measure the recruitment effectiveness.

#### References

Jackson, S., Schuler, R., & Werner, S. (2009). *Managing Human Resources*. Mason, OH: South-Western Cengage Learning.

Miner, J., & Crane, D. (1995). *Human Resource Management : The Strategic Perspective*. HarperCollins College Publishers.