

# Not a fit or the bosses fit

Sociology



**ASSIGN  
BUSTER**

## Not a Fit or the Bosses Fit

Everyone's life is filled with choices and decisions. Effective and efficient interviewing requires advanced preparation and a structured approach. In addition to carefully constructing job-related questions, interviewers must ensure compliance with applicable laws and must also make certain that their assessments and recommendations remain unbiased (eCornell, 2006).

Hiring a new marketing manager in your firm is also one among the decisions that you and your senior officer have to take. It is of utmost importance that both of you do your duty precisely by selecting the best candidate possible for the post of marketing manager. Many of the future accomplishment of the company will be based on your decision. The question here is on the candidate who is by background a Hispanic Woman, and is well qualified and experienced.

Like other minorities, Hispanic Americans have suffered from discrimination in jobs, housing, and education. Some Hispanics are also hampered by not having skills that are important for competing in U. S. society. For example, many new Hispanic immigrants cannot speak or understand English.

Discrimination and the lack of such skills have contributed to a high rate of unemployment-and, consequently, a high rate of poverty-among Hispanics. Although millions of Hispanic Americans have overcome these obstacles, many others remain in poverty (World book, 2005). In your case also you found that the Hispanic candidate to possess the skills and background needed for the position of marketing manager.

Now it is very important that you convince the other officer regarding this candidate. In fact you must be able to prove your case in front of higher authorities that the candidate you selected has all the capabilities and is the

most suited candidate for the position. It is also essential that if this candidate has a good command over English, which is essential quality for a marketing manager, you should recommend the case very strongly. Besides, it is also important to highlight that this candidate has good experience of 20 years with the competitors which will be an added advantage if she is hired. It is important that you explain to the other senior officer that discrimination on the basis of race or national origin is wrong. It still happens more often than anyone wants to believe, and it exacts a very high price, both from its victims and from the companies at which it occurs. Lawsuits in recent years have proven this point as large companies have been required to pay millions of dollars to compensate the victims of race and national origin discrimination and to pay for their own complicity in encouraging or allowing a discriminatory atmosphere to flourish in the workplace (Attorney, 2006). As far as convincing the other officer is concerned, the best way to do so is to show a structure with the help of the candidate for the future profitability and the improvement of the marketing plan for the company. By doing so you can justify that the candidate you have selected is worth for the position and deserves all support from the company. While proving that the candidate will be a real asset to the company, you can do justice both to the candidate as well as the job assigned to you for selecting a competent candidate for the position of marketing manager.

#### References

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