

Planning for and recruiting human resources

Business



Case Study: The Hunt for Seasonal Workers Crosses Borders Planning for and Recruiting Human Resources The Hunt for Seasonal Workers Crosses Borders

The case study is about companies in the hospitality and resort industry that faces seasonal shortage of workers owing to the rise in demand emanating from improved activity. The demand for labor is normally difficult to handle with overtime arrangements such that the companies are forced to outsource for employees searching for summer jobs. The situation has been worsened by the fact that students are currently opting for jobs related to their careers over summer jobs as was traditionally the case. The paper yearns to describe the additional options available for the companies to fill the job vacancies if the H-2B visas prove inefficient, recommend the most efficient option and identify additional recruiting strategies.

If the companies described in this case cannot fill all vacant seasonal jobs with workers under H-2B visas, what other options are available for filling the jobs?

These companies can target local students who undertake careers related to the company activity. This motivates workers because they can enhance their career as well as earn (Engardio, 2006). Companies can also fill the job positions with workers with J-1 visa type. Most students from developing countries are looking for better paying jobs in developed countries such as the U. S. This is contrary to American students that prefer internships for the advancement of their careers over summer jobs. Additionally, the companies can outsource for Q-1 visa workers. This will provide opportunities for foreign nationals to work in the companies for 15 months after which the visa will expire. However, these workers may not be efficient to the companies

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because the Visas can only be renewed after workers have stayed for one year after the expiry.

Which of the additional options, if any, would you recommend?

The best alternative strategy that companies can adopt is targeting international workers under Q-1 visas. These forms of visas allow workers to spend longer working periods in the host nation. This offers companies an opportunity to retain the most productive employees for longer periods, thereby improving efficiency. The longer visa life allows workers to attain the required experience leading to higher performance. The fixed employment period will also boost the worker morale because most of them will yearn to maximally utilize this period to achieve maximum benefits (Noe et al., 2009). This improves on productivity. The companies can also reduce costs related to frequent hiring of new seasonal workers. This is because Q-1 workers can even be available to serve for two peak periods before the visa expires. However, the requirement that the visa is only renewable after one year may inconvenience employers.

What additional recruiting strategies, besides the ones described in this case, would you recommend to High Sierra Pools?

High Sierra pools can rehire the past rejected candidates as they can currently make excellent hires because some of the reasons that could have led to their rejection could not have been related to lack of skills. Considering the previous candidates provides companies with efficient and reliable sources of workmanship. The company should also advertise in the places highly frequented by the ideal candidates. This increases the chance of the message being relayed to the right people. This strategy can also be applied in improving the worth of online messages through ensuring that the <https://assignbuster.com/planning-for-and-recruiting-human-resources/>

messages are posted in the correct sites that can capture the attention of potential candidates (Stone and Dulebohn, 2012). The company recruiters should attend events that are not related to job fairs. This is because most of the job fairs do not always produce the most suitable candidates as most of them are already employed. Organizing other forums such as meetings for group events increases the likelihood of attendance from people possessing qualifications for the open position. The recruiters can also organize for group interactions whereby the selected candidates can be arranged in a discussion group to test their level of interest in the job, communication skills, knowledge and character (Noe, 2004).

Conclusion

The options that the companies can use to fill the job vacancies include outsourcing for Q-1 visa workers and targeting local students who undertake careers related to the company's core business among others. The best alternative strategy that companies can adopt is targeting international workers under Q-1 visas. Some of the additional recruiting strategies that High Sierra pools can employ include rehiring the past rejected candidates and encouraging recruiters to attend events that are not related to job fairs among others.

References

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