

Business information system

[Business](#)



Business information System Various qualities exhibited by high school would warrant a to recruit them. In essence, the qualities must be positive in both academic and co-curriculum activities. The data that recruiters would gather in the process can be simple, for example; age and sex of the recruits, or it can be detailed, taking into account; academic performance and IQ. Before recruiting, the recruiters ought to set the parameters that will determine the threshold of the qualities they wish to capture from the recruits (Arthur 24). The following are examples of data that would be captured; date of birth, the year that the student commenced and completed their high school education, the units and courses that were taken by the student, the co-curriculum activities that the students engaged in, sex of the student, academic performance, and their career goals.

As stated earlier, the recruiters have set the parameters defining the qualities, which they require from the students. After gathering the above information from the recruits, they will process the data and come up with tangible information that would aid in the recruiting process (Arthur 27). The following are examples of information, which would be processed from the above data; the average age that students start their high school education, the average number of years that students attend high school, the common and least common units and courses that the students take, the common and least common co-curriculum activities that the students engaged in, the sex composition of students in high school, and the average academic performance of the students. In particular, the processed information is an advantage to the recruiters in that, it brings to the light, the features exhibited by the student recruits.

The two initial processes; data collection and data processing, gives way to a <https://assignbuster.com/business-information-system/>

third imperative process; inference by the recruiters. Before the data collection process, the recruiters had defined the threshold that the recruits had to surpass. However, after processing the information and making some inferences, the recruiters can come to the realization that the threshold was either too high or too low. For instance, the recruiters would infer that, either the students spend more or fewer years in high school contrary to what they had thought. In this regard, they will have to raise or lower the minimum age of admitting students to the university. Secondly, the recruiters may infer that, the units and courses that the students have taken in high school warrant a particular choice of career (Arthur 34). Alternatively, they could infer that the courses are substandard, and the students will need bridging classes before being admitted in the university. Moreover, they could infer that the sex composition of the students is skewed, which will force them to implement a policy that would promote gender equality. Lastly, the recruiters would infer that the academic performance of the students was either too high or too low. In case, the performance was too high; the recruiters would be forced to raise the admission threshold, contrarily, if the performance was too low, they will be forced to lower the threshold.

Works Cited

Arthur, Diane. *Recruiting, Interviewing, Selecting & Orienting New Employees*. New York: American Management Association, 2012. Print.