

Recruitment and staff selection (moduel 3 case)

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Recruitment and Staff Selection Recruitment and Staff Selection Supervisors are required to employ ideal legal and ethical hiring practices when making hiring decisions. It is important for each organization to have a clear commitment to hiring practices that are equal to all employees. These practices should be free of bias against any employee because of their gender, religion, sexual orientation, age or disability. Every member of the senior management team within an organization is encouraged to carry out a non-discriminatory hiring process. Human resource manager at Mintville Memorial Hospital should support the hiring process since it an important function of management. The method in which the hiring process is conducted and the resulting decision made will have a lasting effect on the hospital. The hospital has a policy which requires all members in the senior management team to engage in ethical practices. They are also required to make effective hiring decisions based on ideal legal and ethical hiring practices.

Most of the work in a hospital is funded either directly or indirectly by outside agencies. This aspect makes Mintville Memorial hospital to be generally obliged to comply with outlined regulations regarding hiring and recruitment. All members of the health organization should be fully conversant with federal and state laws on hiring practices. It is the responsibility of the Human Resource to monitor the hiring process and promulgate procedures which will be followed by the supervisor (Calvasina, et. al, 2007). This will ensure the hiring process is fair as the supervisor will be obliged to follow the appropriate process to ensure the right candidate fills the vacant position in the morning shift. The Human Resource supervisor should review the interview and application process to ensure all applications are analyzed and <https://assignbuster.com/recruitment-and-staff-selection-moduel-3-case/>

a candidate is chosen based on the analysis. Organizations have outlined appropriate steps which have to be followed in processes of staff hiring. These steps have been developed to provide logical and coordinated sequence of events. The supervisor will be required to follow these steps in the hiring process since choosing her own candidate may cause confusion or legal difficulties for Mintville Memorial Hospital.

Employment equity was introduced by the government to ensure all individuals have access to equal opportunities in the work place.

Employment equity is consistent with the human rights legislation and it recognizes the value of each individual in the work place. It therefore ensures each individual has genuine and open access to hiring opportunities within an organization. Mike can therefore be guaranteed of a fair hiring process if the supervisor incorporates the employment equity into the hiring process (National Labour Relations Board, 2007). It may be appropriate for the supervisor to undergo training regarding federal and state employment laws to make her aware of the necessary steps to be followed to ensure a fair recruit and selection process.

Mike can make reports and raise concerns without fear of being terminated from his duties. Retaliation against a staff member who reports an issue of concern about discrimination is prohibited within organizations (Weiss, 2004). Mike expressed his concerns to the HR regarding possible discrimination by his supervisor. This provided the hospital with an opportunity to investigate and to develop necessary measures that will ensure the hiring process is legal and fair. The hospital has formal policies which provide standard guidelines for responding to the ethical concerns of its staff members. These policies provide Mike with a guarantee that he will

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be protected from adverse employment consequences as he disclosed perceived discrimination of the supervisor in good faith.

References

Calvasina, E. G, Calvasina, R. V. and Calvasina, E. J. (2007). Making More Informed Hiring Decisions. Retrieved from <http://www.sbaer.uca.edu/research/allied/2007/Legal,%20Ethical,%20and%20Regulatory%20Issues/3.pdf>

National Labor Relations Board (U. S.). (2007). Decisions and Orders of the National Labor Relations Board. Government Printing Office: Washington, DC.

Weiss, D. H. (2004). Fair, Square and Legal: Safe Hiring, Managing and Firing Practices to Keep You and Your Company Out of Court. AMACOM: NY.