

Human resources memo



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New Health Medical systems Memo
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New Health Medical System is a large hospital and their goal is to have the best talent pool available to become a regional center for critically ill heart patients. The facts are employees are the backbone of every company.

The better employees are the better qualified, trained, and managed and the more effective and profitable the company will be. . In meeting the goals of recruiting and selection of employees the company will need to align the company goals by strategic planning. It is essential the HR department identifies applicants who fit into the job category they are hiring for. HR should gather as much information about key behaviors to include turnover, involuntary turnover, compensation, and effective leadership, benefit and payscale.

The information can in turn also be used for the data to streamline pre screening a potential job applicant. The staffing needs are identified in a clear manner but now HR needs to focus on how to obtain the how the gaps will be filled in when employees go on vacation or take leaves of absence or the workload becomes heavy. Placing advertisements, contacting staffing agencies that specialize in skilled technicians, job fairs for professionals, offering a sign on bonus and I might add some other avenues to attract talent by utilizing social media groups and using temp agencies for temporary work or temp to hire.

The hospital can utilize the temp workers for short or long-term assignments in this way we can keep the doors open while building the reputation of the hospital as a regional center for heart disease. There is also a need for employers to screen applicants-not just find the best people for the available jobs, but also to avoid liability by screening out potentially dangerous employees. Employers should not rely on resumes and interviews they also could look deep into background checks as another method of hiring a potential candidate. One also needs to have open communication with the staffing manager in order to build positive relationships with temporary workers.

Having built this bridge gap will ensure that the temporary employees will work as a team and to listen to the other managers in regards to training needs. Selection tests are used to garner knowledge about potential applicants and their fit into the workplace. Understanding the relationship between a person and their job is an important factor. Many companies can use technology systems to acquire talent and collect data that is related to job performance. They can in turn also use the data to streamline pre-screening a job applicant and determine if the tool measures real time data. Selection tests now can determine real hiring outcomes based on prescreened data. This can be added value to a company in that they are a predictor of the job performance. The selection tests consist of person basic cognitive abilities and can provide very valuable information in many variables.

A company cannot base their hiring decision on one trait alone they need to include various measurements in the entire key requirements of the job.

Another recommendation would be selection testing which may also include ??? understanding what characteristics are most valued by the stakeholder. An organization must align their goals with the job requirements and include what is critical???. The selection test has a strong connection between what the real world job is. Casting a wide net in the selection tests opens up many doors to acquire the best talent in the most unlikely places. Some applicants may exceed beyond the basic cognitive abilities but they may not always be the best candidate for the job.

Selection tools are a way to match people to jobs in which they are best skilled at. The bigger issue in staffing planning is leadership and developmental opportunities ensuring everyone is on the same goal. The main key in staffing strategy planning is to create a match between the organization??™s current and future needs. References: Fulmer, R.

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