

Harvard reflection paper - the definitive guide to recruiting in good times and b...



The definitive Guide to Recruiting in Good Times and Bad Keywords:

Employee, Management, Organizations, Interview, Recruitment, Knowledge, human capital management

1.

“ The definitive Guide to Recruiting in Good Times and Bad” authors possess vast knowledge concerning employees’ recruitment, behavior and evaluation. Nitin Nohria, Boris Groysberg and Claudio Fernández-Aráoz besides their immense knowledge, they also hold diverse positions in high reputable global organizations, in the business field (Fernández-Aráoz, Groysberg, & Nitin, 2009). This has prompted them to act as consultants where they have helped numerous global corporations’ CEOs concerning human capital management. For example, Claudio Fernández-Aráoz, who is a top global business consultant on decisions concerning promoting and hiring of new employees, whereas the other two are reputable professors in Harvard business school (Fernandez-Araoz, 2008). Hence, they possess the required knowledge and experience regarding human capital, which is evident in this research besides other scholarly they have authored.

2.

The research has prompted me to resolve advancing in all areas of my life (Gökmen & Öztürk, 2012). Since, an effective and dynamic person especially in current business world requires having excellent business ethics. These encompass working on my behavior especially how to adapt to diverse settings besides learning to get along with those whom I am working with in any assigned field (Gökmen & Öztürk, 2012). In addition, to be a competent person in any given field, one has to learn how to develop oneself where I will keep on reinventing myself.

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3.

Human nature is extremely inflexible. This is evident when it comes to the adopting any prevailing change in diverse corporations where the top executives despite intending to have a competitive advantage in the market, continue applying their obsolete tactics. Since, they believe those tactics enabled them to make outstanding achievements before, hence they are effective (Fernández-Aráoz, Groysberg, & Nitin, 2009). This is regardless of being aware that, the global business is rapidly changing and rendering numerous old tactics being obsolete. For illustration, many corporations up to date have not adopted constant recruitment process where they only recruit when the need arises. Therefore, they end up hiring incompetent people who may not have the necessary skills besides their academic excellence to hold and even thrive in the assigned field or position. For illustration, a position may necessitate an employee to have entrepreneurial skills besides having majored in a technical field. Hence, it is extremely difficult for an interview panel to get such a competent candidate (Fernández-Aráoz, Groysberg, & Nitin, 2009). Since, interviewers due to the need of filling a vacant position; will end up rushing the entire recruitment process.

4.

I will utilize the attained knowledge in evaluating diverse strategies and processes meant to manage human capital. Primarily, this is via gauging different corporations' tactics especially those entailing hiring and promoting to establish whether they have competent employees (Fernández-Aráoz, Groysberg, & Nitin, 2009). Since, occasional or rushing interviews do not yield to excellent results where the core intention for them is to fill vacant
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posts. In addition, the knowledge will be essential especially when brainstorming ways through which an organization can adequately devise proper methods when recruiting new people (Bhattacharya, 2010).

5.

Business ethics normally vary across corporations or businesses, but the most essential aspect is to adopt those, which will aid in effective management of human capital coupled with attaining the set targets (Gökmen & Öztürk, 2012). This is because, currently the global business is facing a rapid change where for an organization to have high competitive advantage; requires adopting better ethics. Specifically, this entails hiring of competent employees both in and out season, which will ensure getting only the best contrary to rushing when an open post avails itself (Fernández-Aráoz, Groysberg, & Nitin, 2009).

References

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