

HRM project for tanglewood Company

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Abstracts

Tanglewood (SELECTION AND INTERVIEW)

Contents

Introduction:

1 - Develop a detailed selection plan for this position. In this case, you should determine what you want to measure by analyzing KSAOs from the job description and fitting the selection measures into the plan format as shown in Exhibit 8.2 in the book.....

Recent Measures

Tangle wood company used Experience check, an education check, the Marshfield Applicant Exam, and the Retail Knowledge Test. For the post of Department Manager the knowledge, skills and abilities (KSAO's) are recently measured in below mentioned table. The results recommend that the qualified applicants will be hired by the Tangle wood and after that company instruct them the strategies definite to company.

2 - Based on the materials you have compiled as part of the selection plan, you will determine which KSAOs are not being measured adequately in the current system. Those KSAOs not being measured adequately will be prime candidates for inclusion in the new selection system....

Describing Deficits in Recent Measure

For purpose of defining issues and challenges of Tangle wood, it is required to conduct structured interview. These deficiencies appear because of small standardization, guideline deficiency, and low research. The excellent questions of interview must be defined enough to carry out inconsistency. They must be significant parts of job cover.

3 - Develop initial interview questions. Staffing services believes that a half - hour interview will be appropriate, with about 3 minutes per interview question. They would like 5 behavioral interview questions and 5 situational interview questions.....

Sequence of Selection

First Assessment:

Substantive Evaluation:

Finalist

Interview Questions regarding Behaviors

Interview Questions about Situations:

4 - Develop a scoring key for each interview question. This means you will have ten different scoring keys....

5 - Important Note on questions 3 and 4: You may develop one form which combines the factors of both exhibit 9.11 and example A....

6 - Engage in a pilot test of the interview questions. Half of the members of your group will act as interviewers and half of the group will act as interviewees. Make sure that you adhere strictly to the structured interview format. You may ask applicants follow up questions for clarification, script.

7 - Debrief pilot group members. After finishing the sample interview process, ask your “applicants” or “interviewers” to describe how they felt during the process. In particular, ask them how they would react to your questions....

8 - Revise interview content. Provide information on how interview items and/or scoring keys will be modified based on your feedback from the pilot group...

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