

# **Tanglewood, Part 1- Recruitment (Technology of employee selection and recruitment) (1500 words)**

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## **Abstracts**

This is project report about Tanglewood, main theme is recruitment of tanglewood.

## Contents

Modify or re-generate a Job Requirement Matrix like the one in Appendix A for the following positions:

- a) Department Manager,
- b) Store Associate.

Use ONet for this purpose. (Use your knowledge of chapter 4 and Exhibit 4.3)

2. Generate a recruiting guide for the two positions of question one. Start by developing a recruitment guide like that shown in Exhibit 5.4 and/or Exhibit 6.6 in the textbook. Note that there is no specific timeline for hiring; this is a continuous recruiting effort because even as positions are being filled, new positions are becoming available. Tanglewood does not have a specific list of minimal educational requirements as qualifications for the position of Store Associate. You may suggest any changes! (30 marks)

List recommendations for the development of the organizational recruitment web site. (See Exhibit 5.8) (10 marks)

Describe the best “targets” for your recruiting efforts by considering the job and organizational context. Evaluate the various methods of recruiting in terms of whether they seem more like “open” or “targeted” recruiting, using the information in the book to help you make this decision. If some methods seem more “targeted,” whom do you think they target? (Exhibit 6.5) (10 marks)

For each division use the data tables provided in Appendix B to estimate how each method fares in terms of yields and costs. Provide a summary of the essential results of the various data tables you have been provided. (10 marks)

Northern Oregon has suggested that the other divisions of the company use a policy of using kiosks and staffing agencies rather than using the more “touchy-feely” method of relying on referrals. Does this division have a point? What would the effect of other regions increasing their use of external hiring be? (10 marks)

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