

w06a1 - Recruiting, Selection, and Training

Summary

Click the linked activity title to access this assignment.

Text

Instructions

Use the Internet or the Strayer Library to research a company for which you would like to work. Focus your research on the selected company's approach to recruiting, selecting, training, and managing its workers.

Note: You may use the same company you selected for your assignment in Week 3.

Requirements

Write a 4–5-page paper in which you:

- Describe (briefly) the company you researched.
- Evaluate the effectiveness of the company's recruiting efforts.
- Suggest two recommendations for improving the company's recruiting efforts.
- Analyze the company's selection process.
- Recommend two areas for improving the company's selection process.

- Assess the general effectiveness of human resource planning and performance management systems.
- Determine the level of influence that training and talent management have on the company's labor force.

Use at least five quality academic resources in this assignment. Consider beginning with your course textbooks and scholarly sources that can be found in the Strayer Library.

Note: Wikipedia does not qualify as an academic resource.

This course requires the use of Strayer Writing Standards. For assistance and information, please refer to the Strayer Writing Standards link in the left-hand menu of your course. Check with your professor for any additional instructions.

The specific course learning outcome associated with this assignment is:

- Evaluate the effectiveness of a company's recruiting, selection, performance and talent management process.

Scoring Guide

Describe the company you researched. 7 %

Unacceptable	Needs Improvement	Competent	Exemplary
Did not submit or incompletely described the company you researched.	Partially described the company you researched.	Satisfactorily described the company you researched.	Thoroughly described the company you researched.

Evaluate the effectiveness of the company's recruiting efforts. 13 %

Unacceptable	Needs Improvement	Competent	Exemplary
Did not submit or incompletely evaluated the effectiveness of the company's recruiting efforts.	Partially evaluated the effectiveness of the company's recruiting efforts.	Satisfactorily evaluated the effectiveness of the company's recruiting efforts.	Thoroughly evaluated the effectiveness of the company's recruiting efforts.

Unacceptable	Needs Improvement	Competent	Exemplary
Did not submit or incompletely assessed the general effectiveness of human resource planning and performance management systems.	Partially assessed the general effectiveness of human resource planning and performance management systems.	Satisfactorily assessed the general effectiveness of human resource planning and performance management systems.	Thoroughly assessed the general effectiveness of human resource planning and performance management systems.

Determine the level of influence that training and talent management have on the company's labor force. 13 %

Unacceptable	Needs Improvement	Competent	Exemplary
Did not submit or incompletely determined the level of influence that training and talent management have on the company's labor force.	Partially determined the level of influence that training and talent management have on the company's labor force.	Satisfactorily determined the level of influence that training and talent management have on company's labor force.	Thoroughly determined the level of influence that training and talent management have on the company's labor force.

Use at least five high-quality academic resources in this assignment. 5 %

Unacceptable	Needs Improvement	Competent	Exemplary
No references provided.	Does not meet the required number of references; some or all references are poor-quality choices.	Meets the required number of references; all references are high-quality choices.	Exceeds the required number of references; all references are high-quality choices.

Write clearly, applying sound mechanics and correct formatting. 10 %