ASSIGNMENT INFORMATION

[redacted]

[redacted]

Compensation Plan

Instructions

Select a company for which you would like to work and determine the necessary components of an attractive compensation plan.

Note: You may use the same company you selected for your assignments in Weeks 3 and 6.

Requirements

Write a 5–7-page paper in which you:

- Describe (briefly) your "dream job" with the selected company.
- Create a rewards and compensation package for this position that would attract skilled workers and control costs.
- Create a benefits package for this position that is competitive and advantageous to the company.
- Speculate on how the negotiating and collective bargaining of this position would contribute to the company's talent management strategy for retaining high performing employees, including your rationale.

Use at least five quality academic resources in this assignment. Consider beginning with your course textbook 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:

- Create a compensation package for a position that considers the impact of collective bargaining on organizational goals.

*When finished, make sure to click **Submit**.*
*Optionally, click **Save as Draft** to save changes and continue working later, or click **Cancel** to quit without savi*

Name: **w08a1**

Description: **w08a1 - Compensation Plan**

Exit

Grid View List View

	Unacceptable	Needs Improvement	Competent	Exemplary
Describe your "dream job" with the selected company.	**0** (0.00%) Did not submit or incompletely described your "dream job" with the selected company.	**9.75** (7.50%) Partially described your "dream job" with the selected company.	**11.05** (8.50%) Satisfactorily described your "dream job" with the selected company.	**13** (10.00%) Thoroughly described your "dream job" with the selected company.
Create a rewards and compensation package for this position that would attract skilled workers and control costs.	**0** (0.00%) Did not submit or incompletely created a rewards and compensation package for this position that would attract skilled workers and control costs.	**24.375** (18.75%) Partially created a rewards and compensation package for this position that would attract skilled workers and control costs.	**27.625** (21.25%) Satisfactorily created a rewards and compensation package for this position that would attract skilled workers and control costs.	**32.5** (25.00%) Thoroughly created a rewards and compensation package for this position that would attract skilled workers and control costs.
Create a benefits package for this position that is competitive and advantageous for the company.	**0** (0.00%) Did not submit or incompletely created a benefits package for this position that is competitive and advantageous for the company.	**27.625** (21.25%) Partially created a benefits package for this position that is competitive and advantageous for the company.	**27.625** (21.25%) Satisfactorily created a benefits package for this position that is competitive and advantageous for the company.	**32.5** (25.00%) Thoroughly created a benefits package for this position that is competitive and advantageous for the company.

	Unacceptable	Needs Improvement	Competent	Exemplary
Speculate on how the negotiating and collective bargaining of this position would contribute to the company's talent management strategy for retaining high performing employees, including your rationale.	**0** (0.00%) Did not submit or incompletely speculated on how the negotiating and collective bargaining of this specific position would contribute to the company's talent management strategy for retaining high performing employees, including your rationale.	**27.625** (21.25%) Partially speculated on how the negotiating and collective bargaining of this specific position would contribute to the company's talent management strategy for retaining high performing employees, including your rationale.	**27.625** (21.25%) Satisfactorily speculated on how the negotiating and collective bargaining of this position would contribute to the company's talent management strategy for retaining high performing employees, including your rationale.	**32.5** (25.00%) Thoroughly speculated on how the negotiating and collective bargaining of this specific position would contribute to the company's talent management strategy for retaining high performing employees, including your rationale.
Use at least five high-quality academic resources in this assignment.	**0** (0.00%) No references provided.	**5.525** (4.25%) Does not meet the required number of references; some or all references are poor-quality choices.	**5.525** (4.25%) Meets number of required references; all references are high-quality choices.	**6.5** (5.00%) Exceeds number of required references; all references are high-quality choices.
Write clearly, applying sound mechanics and correct formatting.	**0** (0.00%) More than 6 errors present.	**11.05** (8.50%) 5–6 errors present.	**11.05** (8.50%) 3–4 errors present.	**13** (10.00%) 0–2 errors present.

Name:**w08a1**

Description:**w08a1 - Compensation Plan**

Exit

SWS Sample Paper: The Aerospace Industry

Maria Young

SWS100

Professor Smith

July 31, 2020

The Aerospace Industry

The aerospace industry plays a critical role in the economy as it is a major mode of transportation for professional and personal travel. There are many airline companies, and the seven largest U.S. airlines, according to Business Insider, include Delta, Southwest, American, United, Alaska, JetBlue, and Spirit (1). Although airline travel is an efficient way for individuals to connect, with advances in technology there is some decline in travel for business purposes. This paper will discuss the airline industry and specifically discuss their goods and services, a few economic factors that relate to this industry, and highlight a trend related to the future of this industry.

Goods and Services

The airline industry provides a service in that it enables passengers to travel using different types of planes and routes, based on different airlines. More airlines are also starting to sell additional goods and services such as credit cards with airline miles, with the goal that this will create loyalty to travel with a specific airline company. With respect to the service provided by airlines, individuals will also see differences in price values based on their travel preferences, such as the time of day, location of travel, type of aircraft, seating preferences (first class versus economy), number of stops, and how early or late the flight was booked. There are also additional factors that would impact the goods and services provided within this industry because travel can be either domestic or international, and longer flights often provide more services and amenities.

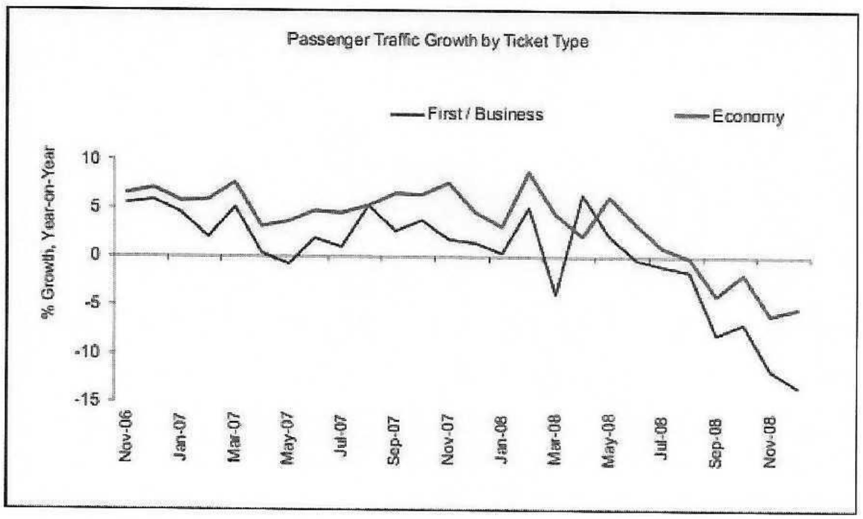
Economic Concepts

There are many economic concepts that relate to the airline industry, but this brief will focus on the Law of Supply and Law of Demand. The Law of Supply would imply that airlines have the goal of maximizing their profit by having more flights running and charging a more expensive price. Also, these airline companies would not want to send empty flights, so they would also try to find flight times that might maximize their number of passengers per flight. The Law of Demand would imply that customers will travel more if prices decline and are more affordable.

There are often last-minute sales from the airline companies that are posted online with the goal of encouraging more individuals to travel, since the price was reduced. Although airlines will not receive full price on this individual's ticket purchase, it will still help them to reach their flight capacity. Another important economic concept that stems from these ideas of supply and demand is competition. As prices and travel options fluctuate, individuals may look at different travel alternatives or different airlines to reduce costs, leading airline companies to evaluate their prices daily in comparison with competitor's rates.

Economic Trend

Currently, there are over "42,000 flights and 2.5 million passengers" (Federal Aviation Administration, 2). However, one notable trend over the past decade is an overall decrease in business travel, as seen in the visual below from Snyder (3):



In conclusion, as technology continues to advance, it will be interesting to see what happens in the future, especially as both first (or business) and economy class travel are on the decline.

Sources

1. Business Insider. 2016. These Are the 7 Biggest US Airlines. http://www.businessinsider.com/these-are-the-7-biggest-airlines-2016-4#1-delta-7
2. Federal Aviation Administration. 2017. Air Traffic by the Numbers. https://www.faa.gov/air_traffic/by_the_numbers/
3. Brett Snyder. 2009. December Premium Air Traffic Down More Than 13 Percent. https://www.cbsnews.com/news/december-premium-air-traffic-down-more-than-13-percent/

Compensation Plan

Student's Name

Professor's Name

HRM 534 Employee and Labor Relations

Today's Date

Dream Job Description

Capital One Financial Corporation is a bank holding company specializing in credit cards, auto loans, banking and savings accounts headquartered in McLean, Virginia. Capital One is ranked as the 10th largest banks in the United States by assets. It employs over 50,000+ employees and is ranked 17th on Fortune's 100 Best Companies to Work list. Knowing this makes me eager to be part of the HR team that has fiercely worked towards that prestigious ranking.

My dream position within Capital One Financial Corporation would be as a Senior Human Resources Training and Development Specialist. As a Sr. HR Training and Development Specialist, I would be trained to handle new hire orientation, leadership training and professional development. However, most of the time the position will require me to conduct needs assessment in order to determine the necessary training gaps existing within the employees as well as determine the employees who are ready to assume higher level responsibilities (Barrena-Martínez et al., 2017). It would also be my responsibility as the Sr. HR Training and Development Specialist to provide expertise knowledge to management regarding the structuring of training and development as well as cross-functional training in accordance with the internal policies of the company. It is important to help the employees learn new skills that can be used in other departments within the organization, as this will make job rotation easier within the company.

The duties and responsibilities of a Sr. HR Training and Development Specialist are:

- Consulting with the management to ensure they remain up to date with the policies within the organization, technology changes and business initiatives.

- Coordinate all training programs as well as making the curricula that accommodates hiring and training requirements.
- Selecting teaching aids as well as tests the trainees to determine the effectiveness of the programs (Bi & Zhu, 2016).
- Overseeing the creation and development of the training methods including individual, group and conferences.

Rewards and Compensation Package

A Sr. HR Training and Development Specialist is a position within Capital One Financial Corporation who works full time and is considered exempt as they are a salaried employee. This means that they can at times render more than 40 hours of service every week. Therefore, in order for the company to attract and retain high-quality talent, they must design rewards and compensation packages that appeal to many different (Mathis, Jackson, Valentine, & Meglich, 2017). Therefore, to ensure that the position remains competitive to the applicants and that the compensating cost don't affect the company, management and HR executives must work together toward aligning rewards with the strategic goals of the organization (Mathis, Jackson, Valentine, & Meglich, 2017). By doing this the following package could be presented, first an annual salary of $85,877, as these specialists are responsible for ensuring that the company has the right staff for the required purposes. Therefore, their job requires that they work effectively and hence one of the ways to enhance employee performance is good salaries and wages. This wage is competitive as the average salary in this field is typically anywhere in between $47, 650 to $69,643. The company offers over the median salary range in order to stay competitive, as well as to attract and retain top notch talent. One way they have accomplished this is by using metrics, which can be tracked to assess the compensation program's internal performance and its external competitiveness (Mathis, Jackson, Valentine, & Meglich, 2017). Secondly, the company offers the more competitive starting salary since the position is salaried and exempt, meaning no overtime is paid after the 40 hours ((Mathis, Jackson, Valentine, & Meglich, 2017). The salary is at least on par with the minimum wage (Mathis, Jackson, Valentine, & Meglich, 2017). I must also acknowledge that this base salary can fluctuate due to educational levels, years of experience as well as credentials and qualifications.

Employees in organizations such as Capital One should be treated as part of company. This way, they are motivated to work and achieve the set objectives and goals. One way of ensuring that Training and Development Specialists are appreciated is through rewarding their efforts and appreciating their achievements. Therefore, Capital One should adopt the following reward system for the Sr. HR Training and Development Specialist. By using the top-down recognition system, the company should have years of service awards, recognizing the continued efforts of that the Training and Development Specialists in their position so they can continue offering good training and development to the organization. Also, they should be given annual bonuses which are given in addition to the base pay/salary to reward good performance as a means of motivation. These bonuses can be given once a year based on performance. Lastly, verbal recognition is another way that can be used to motivate the employee, as a way of appreciating the achievements made by an individual before the other employees, their peers. It serves as a motivation to the others to also work hard and deliver incredible results.

Benefits Package

Some of the benefits that are important to provide in addition to the base pay for the Sr. HR Training and Development Specialist include: life and health insurance benefits, severance pay, long and short-term disability, and retirement benefits.

Employees are always at risk of developing complications either in their place of work or at home. As such, health insurance ensure that they can access health care services such as medical, dental, vision, and specialist for themselves and their family with ease (Shields & North-Samardzic, 2015). Life insurance is another benefit that many employees prefer as it safeguards their families in the event of the employee's death. As it covers the family of the employee if they should ever need those benefits in the future by providing them with a life insurance pay-out after the employee's death. As a result of this benefit, the employee feels more secure when they are aware that their families are protected and are assured of a better life even in case of death.

The next important benefit that should be offered, is that of severance pay. This benefit is provided to employees as a result of an unwilful loss of their job with the company. It is a payment which is based on the years of service as well as accrued personal time off, vacation time, holiday pay, and sick leave. The most common situations that warrant severance pay are layoffs, job elimination, and a mutual agreement between the employer and the employee to part ways (Shields & North-Samardzic, 2015). Severance pay for the Sr. HR Training and Development Specialist at Capital One should be a month's pay for each year of service and should also include outplacement assistance.

Long- and short-term disability plans should also be part of the important benefits given/offered to a Sr. HR Training and Development Specialist. It ensures that in case the employee has become hurt and unable to work for a short or long period of time, the employee continues to receive some type of compensation to assist them while they are out of work. Short-term disability warrants that employees can receive a percentage of their salary when they are unable to work due to sickness, injury or disability (Shields & North-Samardzic, 2015). While, long-term disability benefits are a comprehensive insurance plan that protects the employee from loss of income in case they are unable to work as a result of illness, injury or disability which takes a long period of time.

Capital One should also provide a retirement benefit as a way of attracting and retaining employees for this position. As these benefits guarantee that the employee can receive a supplemental income aside from social security after they have retired from the company with the eligible time and age (Shields & North-Samardzic, 2015). Retirement pay is tax free and consequently a good financial security assurance after retirement.

Negotiating and Bargaining Contribution to the Achievement of Organizational Goals

Negotiating and collective bargaining can be used to enhance the achievements of the company's strategic and organizational goals. It is the process by which the employees come together to negotiate job details including wages and salaries as well as working conditions and hours. Collective bargaining protects the rights of the employee as well as the employer (Oke, 2016). The employees can represent their goals and therefore establish better terms of service, while the employer is guaranteed that of employee work morale. This means that the set goals and objectives can be achieved because the employees have achieved their own terms of service (Oke, 2016). Secondly, it reassures that the employer takes into consideration the concerns of the workforce and hence provides a safe environment to improve the working standards. This results to better performance by the employees and therefore the set goals can be achieved.

Negotiations on the other hand provide a better platform for the employer and the employee to discuss and agree on the best agreeable terms for both parties. This means that salaries and wages are set on terms of agreement and therefore the employees will be more motivated to work because they participated in the determination of their own benefits. It also safeguards satisfaction because there was an agreement between the two parties (Oke, 2016). Commonly it has be concluded that union involvement wages are between 10 and 15 percent higher than nonunion wages (Holley, Ross, & Wolters, 2017). As such, a Sr. HR Training and Development Specialist who is involved in a negotiation for their salary is more satisfied and job performance is enhanced. Negotiations also provide the employees with an opportunity to understand the terms for promotions and salary increases and therefore work to attain the set goals to earn the rewards and recognition set (Oke, 2016). And so, collective bargaining and negotiations provide a basis for better labor relations, as well as brings harmony by addressing the rights of both parties.

Conclusion

Capital One Financial Corporation is a highly successful company. It's more than 50,000+ employees consider it one of the best companies to work for. And because they hold this prestigious rank, it's a company I would love to work for, and perhaps many others may consider it as well presently or in the future. But, successful companies such as Capital One don't just get there by chance they must work at it. Through the assistance of top-management and HR executives working together toward aligning rewards with the strategic goals of the company in mind the company is ale to offer compensation that leads to overall improvements to employee satisfaction and the bottom line (Mathis, Jackson, Valentine, & Meglich, 2017). Not only that but the company strives to maintain their costs at a level that rewards employees fairly for their knowledge, skills, abilities, and performance accomplishments while allowing themselves to remain competitive and successful (Mathis, Jackson, Valentine, & Meglich, 2017). Capital One Financial Corporation is offering great wages, and essential employee benefits as well which they may have negotiated with union assistance. Whether they have or have not, union involvement accounts for 10-15 percent of higher wages than those of nonunion companies. Also, employee benefits account for 39 percent of a unionized employer payroll dollar compared to 28 percent for a nonunion employer (Holley, Ross, & Wolters, 2017). So, as you can see collective bargaining and negotiating results in achieving the company's strategic and organizational goals because employers are pleased with their worth and benefits and an employee that feels well compensated and valued tends to stay longer and work harder.

Sources

Barrena-Martínez, J., López-Fernández, M., & Romero-Fernández, P. M. (2017). Towards a configuration of socially responsible human resource management policies and practices: findings from an academic consensus. *The International Journal of Human Resource Management*, 1-37.

Bi, L., & Zhu, B. (2016, November).An Empirical Study of Human Resources Manager's Job Responsibilities Based on the Advertisement of the Recruitment Website.In *First International Conference Economic and Business Management 2016*.Atlantis Press.

Cohen, D. J. (2015). HR past, present and future: A call for consistent practices and a focus on competencies. *Human Resource Management Review*, *25*(2), 205-215.

Holley, W. H., Wolters, R. S., & Ross, W. (2017). *The labor relations process*. Boston, MA: Cengage Learning.

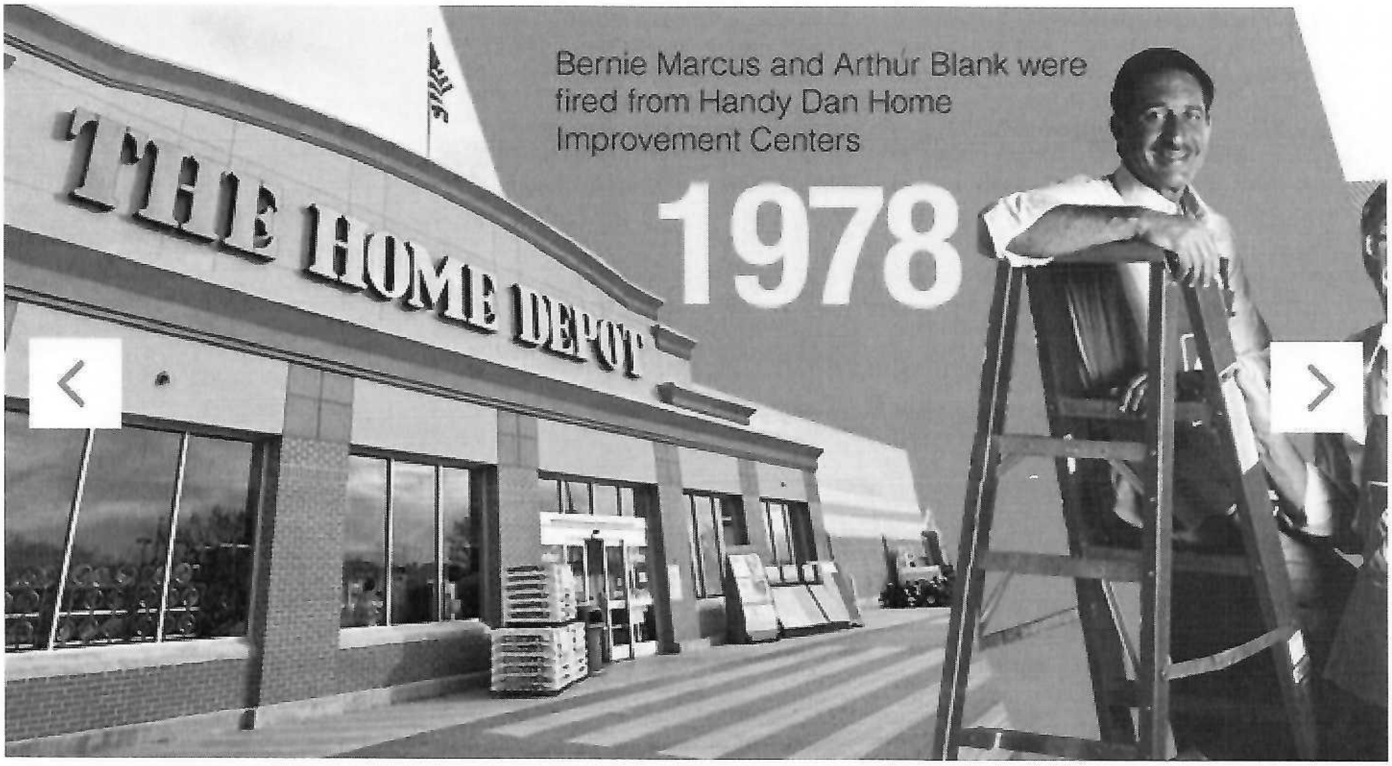
Mathis, R. L., Jackson, J. H., Valentine, S. R., & Meglich, P. A. (2017). *Human resource management*. Boston, MA: Cengage Learning.

Shields, J., & North-Samardzic, A. (2015).10 Employee benefits. *Managing Employee Performance and Reward: Concepts, Practices, Strategies*, 218.

Oke, L. (2016). Human resources management. *International Journal of Humanities and Cultural Studies (IJHCS) ISSN 2356-5926*, *1*(4), 376-387.

MENU

THE HOME IS WHERE OUR STORY BEGINS



1970 1980 1990 2000 2010

Download the full history timeline

Self-reliance. Resilience. Tireless optimism. These are the traits of our customers. We built The Home Depot for them, to provide them with the products, services and knowledge they need to create the homes of their dreams. Decades later, they're still the No. 1 reason we wear the orange apron. Our story, now almost 40 years in the making, is also theirs.

Bernie Marcus and Arthur Blank dreamed up The Home Depot from a coffee shop in Los Angeles in 1978. Avid DIYers, they envisioned a superstore that would offer a huge variety of merchandise at great prices and with a highly trained staff. Employees would not only be able to sell, but they would also be able to walk customers at every skill level through most any home repair or improvement.

With help from investment banker Ken Langone and merchandising guru Pat Farrah, Marcus and Blank opened the first two Home Depot stores in Atlanta the following year. The 60,000-square-foot warehouses dwarfed the competition with more items than any other hardware store. But the heart of Home Depot was the expertly trained floor associates who could teach customers how to handle a power tool, change a fill valve or lay tile. It wasn't enough to sell or even tell — associates also had to be able to show. Soon, The Home Depot began offering DIY clinics, customer workshops and one-on-one sessions with customers.

Marcus and Blank implemented a customer "bill of rights," which stated that customers should always expect the best assortment, quantity and price, as well as the help of a trained sales associate, when they visit a Home Depot store. These commitments were an extension of the company's "whatever it takes" philosophy.

But that philosophy extended beyond the store walls. After The Home Depot went public in 1981, Marcus and Blank made a commitment to give back to the communities where their stores were located. Following through on that commitment, legions of Team Depot volunteers, backed by The Home Depot Foundation, work tirelessly on their own free time to help our nation's veterans and communities across the country.

From those two stores in Atlanta, Home Depot has grown to more than 2,200 stores in three countries, but in every store, our goal is the same: to earn our customers' respect by offering the highest level of service, the broadest selection of products and the most competitive prices. As Marcus says in his and Blank's book, "Built From Scratch," "At the end of the day, we're in the people business."

FOLLOW US

Facebook

Twitter

Youtube

Instagram

CORPORATE INFORMATION

About The Home Depot

Job Details

HR Process Integration Manager

Location: Atlanta, GA

Category: Human Resources

Job ID: 145434

The Home Depot, America's home improvement retail leader, helps customers and Associates build success every day – and not just in our 2,200+ retail stores. Thousands of talented can-do people build amazing futures in field and corporate positions with us too. Join our orange-blooded family today.

Apply

About This Role

POSITION PURPOSE

2

The HR Process Integration Manager will provide support in the creation, implementation, and follow through on key MET field initiatives. These initiatives would include HR process development and implementation, organizational restructure, change management, field salaried level development on process changes, and other responsibilities that help drive overall performance, and supplier satisfaction.

3

MAJOR TASKS, RESPONSIBILITIES AND KEY ACCOUNTABILITIES

- 30%- Serve as the subject matter expert and provide roadshow type training and support to field HR, field salaried leaders on MET process changes, and enhancements to support their partnership of MET field associates and our suppliers.

- 20%- Work with MET Operations and our store partners on field level organizational design changes and enhancements to our staffing process. Including continued development of MET Performance Management practices.
- 20%- Conduct field level visits to areas that may be struggling with the change management/new process rollouts, to assess any challenges, and provide feedback and supplemental training
- 20%- Provide partnership to field HR team for procedural enhancements and policy changes
- 10%- Other duties as assigned

NATURE AND SCOPE

This position reports to a Director of Human Resources. This position has no direct reports.

ENVIRONMENTAL JOB REQUIREMENTS

Environment: Typically located in a comfortable indoor area. There may be regular exposure to mild physical discomfort from factors such as dust, fumes or odors, temperature extremes, loud noise, strong drafts, or bright lights.

Travel: Typically requires overnight travel more than 50% of the time.

Qualifications & Requirements +

MINIMUM QUALIFICATIONS

Must be eighteen years of age or older.

Must be legally permitted to work in the United States.

Education Required: The knowledge, skills and abilities typically acquired through the completion of a bachelor's degree program or equivalent degree in a field of study related to the job.

Years of Relevant Work Experience: 3 years

Physical Requirements: Most of the time is spent sitting in a comfortable position and there is frequent opportunity to move about. On rare occasions, there may be a need to move or lift light articles.

Knowledge, Skills, Abilities and Competencies: KSAC's

- Building Relationships-establishes and maintains effective relationships with customers and gains their trust and respect.
- Creative & Innovative- comes up with new and unique ideas.
- Action Oriented- steadfastly pushes self and others for results, can be counted on to exceed goals successfully.
- Time Management- concentrates his/her efforts on the more important priorities.

- Strategic Thinking- strong problem solving skills, reacts quickly and appropriately to problems in a strategic manner.

The Home Depot Benefits

401(k) Company Matching

Employee Stock Purchase Program

Paid Maternity & Paternity Leave

Learn More

Share This Job

f		in

Benefits

Quit For Life® Program

Home Depot offers associates the opportunity to choose plans and programs that meet individual and family needs through Your Total Value, The Home Depot's benefits and compensation programs.

To view and access your benefits, go to livetheorangelife.com.

Benefit plans are available to part-time hourly, full-time hourly and salaried associates. Eligible dependents, including same-sex domestic partners, may also be covered under most plans.

Full-Time Hourly & Salaried Associates

- Medical
- Spending Accounts
- Dental
- Vision
- Disability Insurance
- Life Insurance
- Accidental Death and Dismemberment (AD&D) Insurance

Part-Time Associates

- Dental
- Vision
- Short-Term Disability Insurance
- Life Insurance

Financial Benefits

- FutureBuilder 401(k) Plan
- Employee Stock Purchase Plan (ESPP)
- Direct Deposit and Bank Incentives
- Spending Account

Time-Off Benefits

- Vacation
- Holidays
- Personal / Sick Days
- Leave of Absence (including Military Leaves)
- Jury Duty
- Bereavement Days

Group Benefits

- Legal Services Plan
- Auto / Homeowner Insurance
- Veterinary Insurance

Work / Life Benefits

- Tuition Reimbursement
- Relocation Assistance
- Team Depot Volunteer Events
- Matching Gift Program
- CARE/Solutions for Life
- Adoption Assistance
- METDesk – Special Needs Dependents Assistance
- Associate Discounts
- Tobacco Cessation Program
- Tax Preparation Discount Program
- Back-up Dependent Care

Recruitment, Selection, and Training

[redacted]

[redacted]

HRM 534 Employee and Labor Relations

November 16, 2020

Recruitment, Selection, and Training

The Home Depot (Home Depot,2020) is an establishment that centers its operations on enhancing people's homes in the U.S through the provision of tools, manufacturing products, and services. The company's headquarters are in Atlanta, Georgia, and operates in other states through its big box set up stores. Home Depot was founded in 1978 (Home Depot, 2020) by Bernard Marcus in conjunction with three other people. Over the years, the company has grown progressively. It has expanded into numerous states after building only two stores in the first year of business. Presently, Home Depot has hired thousands of employees working in different occupations who have enhanced their careers in their various fields.

The home depot company uses the following recruiting system of measurement to track its effectiveness in recruiting its employees.

Sourcing employees from the best channel

Tracking employees' sources is an excellent measurement of the identity and origin of the company. Channels with the best productive and promising employees are the best recruiting sources to give out funds and budget to get the best employees. Keeping records on the best and worse two employees' sources can significantly affect the company's performance as sourcing employees from a channel with excellent and promising records can lead to its success (Liboni et al., 2019). Home Depot Company (Home Depot, 2020) sources its employees from social media platforms with the best new papers from previous company employees.

Cost per hire

Cost per hire is given by recruitment costs divided by the sum of compensation and benefits. Recruitment costs include interviewing, screening candidates, application reviewing, and the price to post jobs onboard to avoid losing money. The home company also uses the four-phase approach to ensure it is hiring the best talent without making the mistake of hiring an average or below employees. Home Depot Company provides that the cost per hire is as minimal as possible.

Time to hire

Since time is money, the home depot company tries to use a short time to hire its employees. Time to hire is given by days open by the number of hired candidates. Though time is a factor in money-making, the home company has a strict hiring criterion, which sometimes may take time to be done.

Home Depot Company can improve its recruiting effort by

using the applicant tracking system enables the company to track and check the applicant over the entire recruitment process (Okoh-Asirifi, 2019). The applicant tracking system helps identify the applicant's origin, careers page, job boards, or even social media platforms. The applicant tracking system's data can help determine avenues that are most successful and worthy of extra resources.

Secondly, the home company can include must-have in job application description to avoid wasting time and resources trying to look through the applications. The tightening of the job description can lead to an increase in the quality of applicants trying to get the job since the pool to fish best-talented employees is narrow.

Unlike most long and tedious recruitment procedures, the selection process done at Home Depot is convenient for applicants, and it comprises of the following stages:

Application

Applicants must access the career portal and choose the desired job position from the various job types found on the website. Once the applicant chooses the favored role, one would be required to make a candidate profile and provide vital personal details for completing the application process. On the other hand, an applicant can choose to apply for the position offline by visiting the company's local stores to fill in the application form and submit it. Applicants need to be not less than 18 years old.

Interview

The company organizes an interview a few weeks after the application is received and evaluated if the CV meets the job requirements. First, a lower manager does a phone interview. The applicant answers questions on work experience, work ethic, educational history, expertise, and personal background. Human Resources personnel conduct a personal interview involving specific questions about the applied position. Once the interview is complete, the company will send an email conveying the interview's outcome and the applicant's eligibility to proceed to the next hiring stage.

Drug Test

The candidate is required to sign a document of compliance with the company's policies. According to one of the guidelines, the applicant is subject to a drug test before being hired to ensure the candidate does not use drugs before finalizing the hiring process.

Improving the selection process goes a long way to ensuring that employees are competent and ready to carry out tasks. One area that can be improved is in the interviewing process. As much as the applicant's academic history and experience in the job are essential, it would be advisable not to overlook factors such as the candidate's emotional intelligence, temperament, willingness to learn, and motivation. Allowing the applicants to ask questions during the interview process could also help the employer better understand the candidate. Besides, advertising the job can improve the selection process significantly. Better job advertisements would allow the company to show aspiring employees how they could help each other, attracting more suitable prospects for the position.

The general goal of most companies is boosting employee performance of influence training and management. Human Resource planning is vital in driving performance levels in the right direction and attaining good organizational results (Delery, 2016). Companies rely on the employee's capabilities for success, and the Human Resource Management (HRM) is mostly responsible for performance management by setting personal and group goals aligned to the broader goals of the organization. Tracking progress and nurturing employees' abilities and skills ultimately help an organization achieve the set goals.

Talent management and employee training is a critical component of a healthy company in many ways. It saves money that could be lost in employing more people by retaining present employees and elevating them to higher positions. Moreover, investing in appropriate training contributes to keeping and developing employees, consequently boosting their motivation and productivity in carrying out required tasks.

Sources

1. Delery, J., & Gupta, N. (2016). Human resource management practices and organizational effectiveness: internal fit matters. *Journal of Organizational Effectiveness: People and Performance*.
2. Liboni, L. B., Cezarino, L. O., Jabbour, C. J. C., Oliveira, B. G., & Stefanelli, N. O. (2019). Smart industry and the pathways to HRM 4.0: implications for SCM. *Supply Chain Management: An International Journal*.
3. Mathis, R. L., Jackson, J.H., Valentine, S.R., & Meglich, P.A. (2020). *Human resource management* (16th ed.). Boston, MA: Cengage Learning.
4. Okoh-Asirifi, E. (2019). Axis Mobile: A mobile application to support the processes of Axis Human Capital Limited, a human resource management company in Ghana.
5. The Home Depot. (2020, November 16). *Home improvement company*. Retrieved from The Home Depot website: https://www.homedepot.com/.

Name: **w06a1**

Description: **w06a1 - Recruiting, Selection, and Training**

Exit

Grid View List View

	Unacceptable	Needs Improvement	Competent	Exemplary
Describe the company you researched.	**0** (0.00%) Did not submit or incompletely described the company you researched.	**5.775** (5.25%) Partially described the company you researched.	**6.545** (5.95%) Satisfactorily described the company you researched. **Feedback:** More information regarding the company such as number of employees and managerial hierarchy could have earned more points.	**7.7** (7.00%) Thoroughly described the company you researched.
Evaluate the effectiveness of the company's recruiting efforts.	**0** (0.00%) Did not submit or incompletely evaluated the effectiveness of the company's recruiting efforts.	**10.725** (9.75%) Partially evaluated the effectiveness of the company's recruiting efforts.	**12.155** (11.05%) Satisfactorily evaluated the effectiveness of the company's recruiting efforts. **Feedback:** More information about the company's evaluation of the company's effectiveness concerning recruitment could have earned more points.	**14.3** (13.00%) Thoroughly evaluated the effectiveness of th company's recruiting efforts.

	Unacceptable	Needs Improvement	Competent	Exemplary
Suggest two recommendations for improving the company's recruiting efforts.	**0** (0.00%) Did not submit or incompletely suggested two recommendations for improving the company's recruiting efforts.	**10.725** (9.75%) Partially suggested two recommendations for improving the company's recruiting efforts.	**12.155** (11.05%) Satisfactorily suggested two recommendations for improving the company's recruiting efforts. **Feedback:** More information regarding the recruitment efforts could have earned more points.	**14.3** (13.00%) Thoroughly suggested two recommendations for improving the company's recruiting efforts.
Analyze the company's selection process.	**0** (0.00%) Did not submit or incompletely analyzed the company's selection process.	**10.725** (9.75%) Partially analyzed the company's selection process.	**12.155** (11.05%) Satisfactorily analyzed the company's selection process.	**14.3** (13.00%) Thoroughly analyzed the company's selection process. **Feedback:** Good job; very thorough.
Recommend two areas for improving the company's selection process.	**0** (0.00%) Did not submit or incompletely recommended two areas for improving the company's selection process.	**10.725** (9.75%) Partially recommended two areas for improving the company's selection process.	**12.155** (11.05%) Satisfactorily recommended two areas for improving the company's selection process.	**14.3** (13.00%) Thoroughly recommende two areas for improving the company's selection process. **Feedback:** Good job.

	Unacceptable	Needs Improvement	Competent	Exemplary
Assess the general effectiveness of human resource planning and performance management systems.	**0** (0.00%) Did not submit or incompletely assessed the general effectiveness of human resource planning and performance management systems.	**12.155** (11.05%) Partially assessed the general effectiveness of human resource planning and performance management systems.	**12.155** (11.05%) Satisfactorily assessed the general effectiveness of human resource planning and performance management systems.	**14.3** (13.00%) Thoroughly assessed the general effectiveness of human resource planning and performance management systems. **Feedback:** Good job.
Determine the level of influence that training and talent management have on the company's labor force.	**0** (0.00%) Did not submit or incompletely determined the level of influence that training and talent management have on the company's labor force.	**12.155** (11.05%) Partially determined the level of influence that training and talent management have on the company's labor force.	**12.155** (11.05%) Satisfactorily determined the level of influence that training and talent management have on company's labor force. **Feedback:** More information regarding the level of influence that training and talent management have on the company's labor force could have earned more points.	**14.3** (13.00%) Thoroughly determined the level of influence that training and talent managemer have on the company's labor force.
Use at least five high-quality academic resources in this assignment.	**0** (0.00%) No references provided.	**4.675** (4.25%) Does not meet the required number of references; some or all references are poor-quality choices.	**4.675** (4.25%) Meets number of required references; all references are high-quality choices. **Feedback:** The use of more references could have earned more points.	**5.5** (5.00%) Exceeds number c required references; all references are high-quality choices.

	Unacceptable	Needs Improvement	Competent	Exemplary
Write clearly, applying sound mechanics and correct formatting.	**0** (0.00%) More than 6 errors present.	**9.35** (8.50%) 5–6 errors present.	**9.35** (8.50%) 3–4 errors present. **Feedback:** Fewer errors could have earned more points.	**11** (10.00%) 0–2 errors present

Raw Total: 99.935 (of 110)

Name:**w06a1**

Description:**w06a1 - Recruiting, Selection, and Training**

Exit