

Exam Submission Report

Student Name: DBA1 one
Course Name: Award in Recruitment and Employee Selection
Exam Title: Assignment Exam
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Que: - A solution to the presented organisation problem on recruitment and selection (with relevant literature and referencing)

Ans: To address the issue of high employee turnover due to mismatched expectations, XYZ Tech Solutions should adopt a transparent recruitment and selection process. Realistic Job Previews (RJPs) are an evidence-based method to mitigate such mismatches. RJPs involve providing candidates with an accurate depiction of job roles, including challenges and opportunities, during the hiring process. According to Breugh and Starke (2000), RJPs help align candidate expectations with job realities, improving job satisfaction and retention.

The company should also refine its job descriptions to clearly outline roles, responsibilities, and performance expectations. Integrating structured interviews with behavioral-based questions can further enhance the selection process by assessing a candidate's compatibility with the role and organizational culture (Taylor & Small, 2002).

Additionally, involving current employees in recruitment events can provide potential hires with insights into daily operations, fostering informed decisions. Establishing a feedback loop from exit interviews can help refine the process continuously. Leveraging applicant tracking systems (ATS) ensures consistent and unbiased evaluations.

In conclusion, adopting RJPs, refining job descriptions, using structured interviews, and leveraging employee participation in recruitment can address the recruitment challenges at XYZ Tech Solutions.

Que: - Information on where candidates can be sourced from

Ans: To attract skilled software engineers, XYZ Tech Solutions can leverage the following sources:

1. Online Job Portals: Platforms like LinkedIn, Indeed, and Glassdoor are excellent for targeting experienced professionals.
2. Employee Referrals: Encouraging current employees to refer candidates can lead to high-quality hires with cultural alignment.
3. University Partnerships: Collaborating with technical universities for internships or placement programs helps access fresh talent.
4. Hackathons and Tech Events: Hosting or participating in hackathons can attract passionate and skilled software engineers.
5. Specialized Recruitment Agencies: Engaging agencies with expertise in tech recruitment ensures access to a wider talent pool.

By diversifying sourcing strategies, XYZ Tech Solutions can improve the quality and quantity of applicants.

Que: - Proposed candidate selection methods

Ans: The following selection methods are recommended for XYZ Tech Solutions:

1. Structured Interviews: Use predefined questions to assess technical skills,

problem-solving abilities, and cultural fit.

2. Technical Assessments: Include coding challenges or projects that simulate real-world tasks to evaluate technical proficiency.

3. Panel Interviews: Involve cross-functional teams to ensure a holistic evaluation of candidates.

4. Work Simulations: Use job-specific tasks to assess how candidates perform in realistic scenarios.

5. Behavioral Assessments: Use psychometric tools to evaluate traits such as teamwork, adaptability, and innovation.

Combining these methods ensures a comprehensive assessment of both technical and interpersonal skills.

Que: - Proposed package for compensation and benefits for the chosen candidate

Ans: To attract and retain skilled software engineers, XYZ Tech Solutions should offer a competitive and comprehensive compensation package:

1. Base Salary: Competitive with market standards, benchmarked against similar roles in the industry.

2. Performance Bonuses: Incentivize high performance through quarterly or annual bonuses.

3. Equity Options: Offer stock options to align employee interests with company success.

4. **Work-Life Balance:** Flexible working hours, remote work options, and paid time off policies.

5. **Professional Development:** Provide funding for certifications, courses, and conferences.

6. **Health and Wellness Benefits:** Comprehensive health insurance, wellness programs, and gym memberships.

7. **Career Growth Opportunities:** Clear career progression plans with mentorship programs.

8. **Other Perks:** Include on-site amenities, team-building activities, and recognition programs.

By offering a mix of monetary and non-monetary benefits, XYZ Tech Solutions can enhance employee satisfaction and loyalty.

Que: - Reference list

Ans: 1. Breaugh, J. A., & Starke, M. (2000). Research on employee recruitment: So many studies, so many remaining questions. *Journal of Management*, 26(3), 405-434.

2. Taylor, P. J., & Small, B. (2002). Asking applicants what they would do versus what they did do: A meta-analytic comparison of situational and past-behavior employment interview questions. *Journal of Occupational and Organizational Psychology*, 75(3), 277-294.

3. Dessler, G. (2020). *Human Resource Management*. Pearson Education.

4. Chapman, D. S., & Webster, J. (2003). The use of technologies in the recruiting, screening, and selection processes for job candidates. *International Journal of Selection and Assessment*, 11(2-3), 113-120.

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