H‌‌‌‍‍‌‍‍‌‍‌‍‌‍‍‌‌‌‌RM-550: STRATEGIC RECRUITMENT AND SELECTION Final Project \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ OVERVIEW Instructions to Learners The final project requires that you use the material throughout the course to create a recruitment and selection strategy focused on selecting the best-fit candidates for a specific organization. \*\*\*\*\*\*Final Paper\*\*\*\*\*\* • Choose an organization and create a strategic recruitment and selection strategy. Provide background and current status of the organization. Choose an organization that allows you to consider the complexity of recruitment and selection of knowledge workers. You may choose an organization in higher education, healthcare, retail, technology, etc. [Reference Written Assignment 2.] Factors to consider include: o Demographics / job mix o Total number of employees within the organization o Level of projected or expected growth • Analyze the value of an integrated systems approach to the recruitment and selection strategy. Consider the return on investment (ROI). • Clearly define the work analysis and job analysis methods to be included in the plan. Define how this analysis will help in the strategic process of recruitment and selection. o Create a table that clearly defines how job and work analysis data will be collected. [Reference the content from Written Assignment 1.] o Make sure that you have addressed testing/assessment methods and addressed issues related to fairness and equity. [Reference Discussion Forum 4.] o Consider the legal and ethical implications of your recommendations. • Create the staffing strategy to meet future organizational objectives. o This can be tied to the projected or expected levels of growth. (For example, a retail chain is planning on expanding into new territory opening 15 new stores over the next two years.) o This can be tied to a merger or acquisition. (For example, a healthcare system is merging with another.) • Recruitment strategy. A table can be used to organize and communicate these methods. [Reference Written Assignment 2.] • Provide the selection checklist that will be used in the process. Define selection methods, cultural/legal issues, and timeline for use (pre, during, post). [Reference Discussion Forum 5.] • Develop your CQI approach and embed this approach throughout the recruitment and selection process. Address internal and external deterrents. [Reference Discussion Forum 6.] • Provide a bas‌‌‌‍‍‌‍‍‌‍‌‍‌‍‍‌‌‌‌ic overview of the costs associated with your approach to recruitment and selection. o Reference Chapter 10 of The Handbook of Strategic Recruitment and Selection. o Provide a table of basic cost calculations/descriptions. This should include the elements of a budget for recruitment. o Provide a table with the estimated cost savings. o Complete the ROI calculation. Final Presentation • Create a 8- to 10-slide Kaltura presentation. • Highlight the most important elements of your plan. • The goal of this presentation is to practice providing a high-level overview of a plan in order to gain interest in a more in-depth presentation. • This also allows your peers to get an overview of the finished product. If you have questions about the requirements of the project, be sure to discuss them with your mentor well in advance of the final submission. Consult the Course Calendar for the due dates. GUIDELINES • Your paper should be 12 to 15 pages and should cover the directives already given. • You should follow accepted research approaches and citation format (APA). • Your paper should be well developed and convey your understanding of the readings and concepts. • Your paper should be organized, coherent, and unified. • Your paper should be free of spelling and grammatical errors. • Base your research paper on at least a dozen different research sources, which must be listed in the concluding bibliography list. • Use an even mix of hardcopy and online sources because there is a definite qualitative difference between the two types. • As much as possible, avoid using our textbooks as “research,” except when absolutely necessary for background information. • Be sure to document all contentions and “facts” mentioned in an academically acceptable manner. (See Writing Resources below.) • Encyclopedias—especially Wikipedia—and dictionaries are unacceptable sources. If you have questions about the requirements of the paper, be sure to discuss them with your mentor well in advance of the final submission. Consult the Course Calendar for this paper's due date. It must be submitted by the last day of the semester. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ WRITING RESOURCES The following links provide online writing aids to help you with your paper assignments. • OWL (Online Writing Lab) at Purdue University • Writer's Handbook, the Writing Center at the University of Wis‌‌‌‍‍‌‍‍‌‍‌‍‌‍‍‌‌‌‌consin–Madison • APA Guidelines • TESU Writing Style Guides