Question 7

Salavat looks for volunteers that have the same values as the organizational culture, he also looks for people who are reliable, have experience with large events and have a first aid training.

Some selection methods Salavat could use to find these competencies are letters of reference and application forms

Letters of reference are inquires from previous employees to see what they were like working. This can show their experience and useful traits like being reliable. A drawback is that the letters are usually from someone who likes the applicant and can be bias.

Application forms show the applicants experience and qualifications, this is useful to see if they have had experience doing similar jobs and whether they have qualifications like first aid training. A drawback to this is doesn’t show how they are like to work, or if they were fired or a bad employee, it only shows that they have worked.