

Half-Baked

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Abstract

This critical incident concerns a middle aged man employed as an adjunct baking instructor at a small community college who is expecting an advancement to a full time position. A conflict arises when another newer instructor is advanced to that position and the adjunct is faced with a decision about his future. This critical incident is based on an actual situation.

Learning Outcomes

In completing this assignment, students should be able to:

1. Explain the difference between job descriptions and employee potential.
2. Assess how higher management can influence performance in current and future employment?
3. Describe how human resources plays an important role in avoiding problems with external hiring.
4. Analyze the case from a career development perspective.

Application

This decision critical incident could be used in any Introduction to Business, Ethics, Human Resources, or Principles Management of classes.

Key Words

hiring practices, HR, employee promotions, job descriptions.

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