**Employee Recruitment**

**Purpose and Instructions:**

Roadrunner Inc. is back at it after a successful job analysis-word is spreading on this hottest new name in the I/O consulting game!

After completing a successful job analysis, Big U would like help finding their next psychology professor but are unsure of how to recreate and design the interview process for their candidates. Thankfully, Roadrunner Inc. has all the answers.

Unfortunately, after being paid in dogecoin for the last job, Elon Musk has tweeted sending the price plummeting. The budget is tight, and it is your job to propose the best recruitment strategy with the remaining $100,000.

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| --- | --- |
| Channel | Cost |
| Media Ad | $40,000 |
| Recruiters | $35,000 |
| Employment Agencies and Search Firms | $55,000 |
| Employee Referrals | $10,000 |
| Direct Mail | $5,000 |
| Job Fair | $5,000 |
| Social Media such as LinkedIn | $35,000 |
| Job Board | $25,000 |
| Special Recruit Populations | $20,000 |
| Nontraditional Populations | $20,000 |
| Recruiting Passive Applicants | $45,000 |

What channel(s) would you use and why?

Where do you expect to find the highest cost per qualified applicant?

How do you plan to measure success (ROI)?

Who should be on the panel?

Please describe any content you would want posted beyond the description to attract the applicants to your role.

**Employee Interviewing**

**Purpose and Instructions:**

We have the job analysis and strategy to get quality hires, but what happens when we find a candidate we would like to interview? Your next task is to design the interview for the psychology professor using an unstructured or structured interview (you should have an idea for which would work better).

Please design the interview questions you would like to ask using the tasks, KSAs, work style, personality and environment we discussed in the job analysis during week 2.

Things to consider from pg. 142 of the textbook:

* Disqualifying questions
* Skill-level determiner
* Future focused question
* Situational question
* Organizational fit

How would you go about scoring the responses in a consistent manner? Please create a scoring guide to consistently measure applicant answers (Reference Tables 4.1 and 4.2 of your textbook (pgs. 143-142) for some thought starters).

Please be prepared to present your recruitment strategy, interview questions and scoring methodology to the class 😊

Below is a sample applicant resume.

Dr. Stephen Vincent Strange

2834 Monica Ct SW Albany, NY 12201(555)-555-5555

**Summary**

A credible and respectable Professor with proven expertise in conveying knowledge to learning individuals; responsible for delivering an accurate and up-to-date lecture of the subject concentration; responsible for maintaining high student morale and motivating students at all times; excellent interpersonal skills; uncommon communication skills both in oral and in writing. Part-time Avenger and Wizard.

**Professional Experience:**

Psychology Professor January 2007 – present

University of Albany, Albany, NY

**Responsibilities**

Pursued researched independently and collaboratively.

Seek researched funding, and participated in research seminars and other research related activities in the school.

Contributed teaching across the range of the School’s programs (undergraduate and postgraduate).

Taught certain postgraduate programs takes place out normal University term terms and during some evenings.

Supervised PhD students in related research areas.

Undertook administrative tasks as requested by the Subject Group Head or Dean of School.

Lecturer- Psychology May 2004– January 2007

Fort Lewis College, Colorado

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Lecturer- Psychology May 2004– January 2007

Fort Lewis College, Colorado

**Education**

Ph. D. in Psychology, Stanford University, 1999

Bachelor of Science in Psychology, Stanford University, 1994

**Skills:**

* Proficiency in both oral and written communication skills
* Proficiency in computer applications related to work
* Knowledgeable in applicable laws, codes and regulations
* Good time management and organizational skills
* Bending space and time
* **Awards and Honors**
* Award of Excellence in Teaching, University of Colorado Systems, 2008
* Award of Excellence, Fort Lewis College, 2003
* Box office $677.7 million USD
* Honorable mention in saving the Marvel universe