



國立暨南國際大學  
National Chi Nan University

## Systems Thinking Application

TSAI YI-FAN(National Chi Nan University,Dept,of International Business Studies)

### Section 1. Inter-relatedness of organizational functions

A. Describe one element of the organization that is affected by recruitment and selection.

A company reaches into its local community to satisfy employment recruiting needs. If the local talent pool changes, then the company may find it more difficult to recruit qualified candidates. For example, if other businesses start to leave the region, then the availability of jobs drops and qualified candidates begin looking for work in other parts of the country. The company is then faced with decisions that involve paying to relocate new employees or opening new locations to access new talent pools.

B. Describe how an element of the organization affects recruitment and selection.

A company would hire an outside IT firm to install and administer the company's computer network because computers are not the food processing company's core competency. When companies outsource, that reduces the need for recruiting new employees. The human resources department will have to shift resources away from recruiting for the outsourced functions, and focus on supplying employment candidates for the company's core business units.

### Section 2. Internal Factors

Address one of these internal factors in your organization. How does it affect recruitment and selection? What is/are it.

Budgets:

The longer a job vacancy exists, the more impact that opening has on the company's productivity. A dip in productivity is inevitable until the company brings a replacement employee on board, and after the replacement employee is on board, productivity probably won't get back to normal until the new employee is up to speed. Ramp-up time can be slow, depending on the new employee's qualifications, the job difficulty and resources available to assist the employee in learning office procedures.

Hiring temporary workers is costly. The cost of hiring a temporary worker through an

agency includes the market rate, based on the employee's skill set, and the agency's fee for providing the temporary worker. The cost to hire a temporary worker can add about 20-30 percent to the worker's hourly rate. In my University funds its own temporary service that provides workers to various departments, and it charges 20 percent above the hourly rate to cover administrative and placement costs. At this rate, a temporary employee who earns \$10.5 an hour actually costs the department \$12.6 an hour.

### **Section 3. External Factors**

Address one of these external factors in your organization. How does it affect recruitment and selection?

Economy

One of the biggest external influences is the shape of the current economy. Not only does it affect the talent pool, but it might affect your ability to hire anyone at all. One of the biggest ways to prepare against economic conditions is to not only know what's happening in the world around you, but also create a plan for when there is an economic downturn. All companies can make due in a bad economy if they have a rainy day fund or plan to combat the harsh environment.

### **Section 4. Inputs, Outputs and Throughputs**

Name an input, throughput and output of the recruitment and selection process.

Explain your answer.

Inputs: Resumes.

Throughputs: Interviews.

Outputs: Job filled.

### **Section 5. Feedback**

Feedback is a crucial component of systems theory. What sort of feedback do we need to gain from the internal and external environment to ensure the success of our recruitment and selection methods?

As a recruiter, in-house or agency, one of the worst parts of the job can be rejecting unsuccessful candidates. Rejection is the type of task that you might dread and end up avoiding, but do you realise how much is at stake when you don't bother? Without properly dealing with the entire recruitment process, which includes rejection, you run the risk of tarnishing the reputation of both you and your company.