

## Abstract

- Employee selection has a critical impact on a company's ability to compete
- It is important that a company carefully selects who works for them
- This study analyzes the issues HR professionals come across during the employee selection process
- Conducted three interviews with HR professionals from Navitor Inc. to get information
- This study offers ways to overcome the issues

## Theory

- **Research Question:** What are the key issues HR Professionals come across during the employee selection process?
- **Research Motivation:** The motivation behind our research is finding a solution to the issues that employers have during the employee selection process.
- **Theoretical framework:** The key concepts in our report is the human resource recruitment process, the different types of recruiting, and the issues HR professionals come across during the employee selection process.

## Key Definitions

- **Human Resource Management (HRM):** The policies, practices, and systems that influence employees' behavior, attitudes, and performances.
- **Human Resource Recruitment:** The practice or activity carried on by the organization with the primary purpose of identifying and attracting potential employees.

## Method

Company: Navitor, Inc. is a wholesale, personalized printing company located in North Mankato, MN.

Resources:

- Textbook: "Human Resource Management: Gaining a Competitive Advantage"
- Phone Interview with Julia Strand, Chasity Lehrke and Stephanie Hansen
- Scholarly Articles

We will conduct phone interviews with HR professionals at Navitor, Inc. The three individuals are Julia Strand, Chasity Lehrke, and Stephanie Hansen. I will get their permission to conduct the interview. The phone interview consists of three open ended questions. In addition, we will be using a textbook and scholarly articles to find information.

Open-ended Interview Questions asked to HR Professionals:

- What is your recruiting process?
- What are some of the employee selection issues that you come across?
- How do you overcome the issues you face during the employee selection process?



## Findings

- "The type of person who is likely to respond to a job advertised on the Internet may be different from the type of person who responds to an ad in the classified section of a local newspaper."
- One of the issues HR Professionals at Navitor, Inc. come across is an inconsistent work history provided in their resume.
- HR Professionals find it difficult to decide which recruiting process works the best.
- "A number of researchers (Hu, Su, & Chen, 2007) have suggested that, given its interactive capability, a web site could provide feedback concerning person-job/organizational fit to potential applicants."
- "Dineen, Ash, and Noe (2002) found when a web site had both good aesthetics and provided customized information a student was likely to spend more time viewing the web site and was better able to recall information provided."
- Wage expectations can be an issue if the hiring manager and the potential job candidate have opposing opinions on the pay rate.
- "The major controversies surrounding drug tests involve not their reliability and validity but whether they represent an invasion of privacy, an unreasonable search and seizure or a violation of due process."

## Conclusion

- Navitor job posts to many different websites including LinkedIn and Indeed.
- When dealing with issues such as wage expectations, HR professionals decide what makes sense for the job position.
- Designing a selection process that correlates with the company's goals and values will provide many benefits.
- Communicating with the potential job candidate that in order to move forward with the job offer, they need the correct job history, otherwise they will not be considered for the position.

## References

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