**MGB230 Recruiting and selecting people**

Task Instructions – Assessment 2

Hiring solutions.

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| Learning outcomes: | Unit objectives 1 and 4 and AOL goals: KS (1.1), HO (2.1) and PC (3.1). |
| Length: | 2000 words (strict upper limit) excluding references |
| Weighting: | 40% |
| Assessment type | Individual |
| Due Date: |  |
| Submission | **Blackboard** |

**Description of the task:**

You will need to research, evaluate the current R&S process for a specific job role, and identify the possible issue(s) in the current practice. Based on your evaluation, you will introduce an additional selection technique (or replace an existing technique) in detail that strengthens the current selection practice. When doing so, you will focus on ***how*** and ***why*** the organisation could use this technique to improve their selection outcomes.

Through this assessment, you will develop

* An in-depth understanding of a selection technique, and
* Your ability to apply your knowledge to a specific organisational setting and a particular role in that setting
* Your ability to communicate key messages to your audience in a typical business format

**Target Audience**

The audience for your report will be the senior management team **at your selected organisation**. Therefore, the material within the report must reflect a perfect balance between academic/evidence-based rigour and practical application.

**Select your selection technique from the five options below:**

* Shortlisting procedures
* Structured selection interviews
* Cognitive ability tests
* Personality tests
* Work samples

**Propose structure:**

* **Cover page**
  + Title of assessment
  + Tutor’s Name
  + Word count
* **Introduction**
* **Critical analysis:** A summary of gaps/issues in the current selection process
* **Introducing the new selection technique:** What it measures, validity and reliability
* **Implementation of new technique:** What are the requirements for effective use of the introduced selection technique in the organisation?
* **Conclusion**

**Format**

* Use headings and subheadings
* Number all pages
* Ensure that the in-text references and the references list at the end of the report use the QUT APA Referencing Style