Paper details Recruitment and Selection Assignment ASSIGNMENT INSTRUCTIONS: For the purposes of this exercise, consider yourself the decision-making person in your agency responsible for the recruitment and selection of police personnel. Please prepare a sequential employee recruitment and selection process that focuses on best practices. The recruitment steps are listed below. Information included from inside or outside the classroom is acceptable; however, utilize proper citations to credit work from outside sources. Include how the recruitment process needs to be reformed This is an opportunity to “think outside the box.” Try to create a process that eliminates steps of the process like polygraph because they are so unreliable and physical ability just a physical to make sure the person does not have a heart condition. Use the following topic areas as the framework for your submittal: • Posting for Recruiting/ Advertising • Application • Written and Oral Testing/Boards/Interviews • Backgrounds • General/Overall Selection Elements • Medical/Psychological • Probationary Issues You should define each part of this recruitment process and why the polygraph and physical agility was removes. In your document, address your understanding of the fundamental application of these laws: Define each one and briefly describe how it applies to hiring police • Title VII • Americans With Disabilities Act (ADA) • 1978 Uniform Selection Guidelines (USG) • Age Discrimination in Employment Act (ADEA) The paper should be no more than 5 pages in length. Rubric Recruitment and Selection Recruitment and Selection Criteria Ratings Pts This criterion is linked to a Learning Outcome Mechanics This is grammar, spelling, sentence structure, etc. We are police managers and our documents should reflect that. Points here are earned on writing alone, not ideas or comments. 6.0 pts This criterion is linked to a Learning Outcome Depth Depth is about how deep your response goes. I don't need to hear ideas recited back. I need to see the result of processing the concept. Did you add to the topic or simply recite what you read? Did you bring outside sources to the response? 6.0 pts This criterion is linked to a Learning Outcome Topic Topic asks if you answered the question. This is not prose, it is about responding to the question that was posed. Is your answer on point? 8.0 pts Total Points: 20.0 1. Step 1: Application. ... 2. Step 2: Written Exam. ... 3. Step 3: Physical Ability Test (Taken out and why) 4. Step 4: Background. ... 5. Step 5: Oral Board. ... 6. Step 6: Polygraph Test (TAKEN OUT and why) 7. Step 7: Psychological Exam. ... 8. Step 8: Medical Exam Step 1: Application In order to become a police officer you must fill out a general application about yourself. This may come before or after the police written exam. Some departments may want to see the results of the exam before the application is submitted.

Step 2: Written Exam Each police department requires an entry-level exam. The entry-level exam is a written exam that tests basic reading and writing comprehension. Some police written exams add sections that deal with the job itself, such as map reading. Some departments will invite you to the written exam after they have looked over your application. Others will ask for the results of the exam before you even fill out an application. Prepare for the police written exam. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Step 3: Physical Ability Test This exam will measure your ability to perform physically demanding tasks that you may encounter on the job. Some of the tasks will be timed. The tasks may include sit ups, push-ups, bench pressing and running. Each department will have their own set of requirements. This exam is sometimes immediately after the written exam. Find out how to prepare for the Physical Ability Test. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Step 4: Background After completing and passing both the written and physical exam, some departments will then ask you to fill out a background report. This step is to make sure that nothing in your background will disqualify you from becoming a police officer. Others will have an investigator look into your background. The investigator may look into your history (civil, credit, criminal, driving, employment and military). They may also interview your co-workers, employers, neighbors, references and family members. This step may come before or after the oral board. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Step 5: Oral Board At this stage you will have to sit before a board composed of three or more officers of different ranks. They will ask you interview type questions and give scenarios you may encounter on the job. The purpose of the oral boards is to test how well you handle pressure along with your ability to communicate and evaluate a situation. This step will only occur if you have passed the written exam. Learn more about preparing for the Oral Board. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Step 6: Polygraph Test The purpose of the polygraph test, also known as a lie detector test, is to verify your truthfulness, which will be based on your background report. This test may take a few hours. This will be given to you by a trained professional examiner. This step is given toward the end of the hiring process. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Step 7: Psychological Exam There are two parts to this step; an interview with a trained psychologist and a psychological exam. In the interview you may be asked questions about your background, current lifestyle and what your expectations are for the job. The psychological exam, also known as, the police personality test, may include a series of multiple choice exams asking you questions about yourself. The reason police departments give psychological exams is to make sure that you will be able to do the work that is required as a police officer. This exam is given toward the end of the hiring process. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Step 8: Medical Exam This exam is given to you by a trained medical physician. During this exam the physician will make sure that you are physically fit to be a police officer. This exam may check your height, weight, vision, hearing, blood pressure, and do a chest x-ray. This exam is usually toward the end of the hiring Recruitment and Selection Assignment ASSIGNMENT INSTRUCTIONS: For the purposes of this exercise, consider yourself the decision making person in your agency responsible for the recruitment and selection of police personnel. Please prepare a sequential employee recruitment and selection process that focuses on best practices. Information included from inside or outside the classroom is acceptable; however, utilize proper citations to credit work from outside sources. Do not submit your agency’s existing policy or procedure. This is an opportunity to “think outside the box.” Try to create a process that you believe can best serve your department and your community. Use the following topic areas as the framework for your submittal: • Posting for Recruiting/ Advertising • Application Matters • Written and Oral Testing/Boards/Interviews • Backgrounds • General/Overall Selection Elements • Medical/Psychological • Probationary Issues In your document, address your understanding of the fundamental application of these laws: • Title VII • Americans With Disabilities Act (ADA) • 1978 Uniform Selection Guidelines (USG) • Age Discrimination in Employment Act (ADEA) The paper should be no more than 5 pages in length. A specific due date will be provided by the class instructor. Rubric Recruitment and Selection Recruitment and Selection Criteria Ratings Pts This criterion is linked to a Learning OutcomeMechanics This is grammar, spelling, sentence structure, etc. We are police managers and our documents should reflect that. 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