ORGCB/535 Competency 2 - Assessment and Rubric

Course Title: People and Organizations

Competency Assessment Title: Recruitment

Total Number of Points: 100

Assignment Directions

Your internship with Southwest Airlines is turning into a great hands-on learning opportunity for you. Your manager has now tasked you with proposing a talent management plan for pilots at Southwest Airlines. Your proposal will be considered by the Director of HR to make a formal plan.

Develop a 5- to 6-page proposal that includes the following:

- A recommendation of 3 recruitment sources that are best suited to recruit pilots. Consider the quantity of resumes generated, the percentage of resumes likely to result in accepted offers, the time to fill a position and the cost to fill a position.
- An evaluation of common methods used to select a candidate
  o Recommend 3 methods for selecting new pilots. In your evaluation, consider reliability, validity, utility, and legality.
- An evaluation of common methods used to train and develop employees
  o Recommend 3 methods for training pilots at Southwest Airlines. Consider learning and development outcomes, cost of training and development, the effectiveness of training and development, and risks.
- An evaluation of common performance management systems
  o Recommend 1 method for performance management of pilots at Southwest Airlines. Consider strategic congruence, validity, reliability, acceptability, and specificity.
- An evaluation of common methods to minimize voluntary turnover
  o Recommend 1 approach to retain pilots at Southwest Airlines. Consider methods for retaining employees, meeting pilot needs, and costs.

Submit your assignment.

Competency Assessment Rubric

Assignment/Performance Criteria	Mastery 100%	Meets Expectations 85%	Not Met 0%
1. Recruitment Sources (weight 20%)	Recommended recruitment sources were based on a thorough, creative, and innovative evaluation of the quantity of resumes generated, the percentage of resumes likely to result in accepted offers, the time to fill a position, and the cost to fill a position.	Recommended recruitment sources were based on a partial evaluation of the quantity of resumes generated, the percentage of resumes likely to result in accepted offers, the time to fill a position, and the cost to fill a position.	Recommended recruitment sources were based on a narrow evaluation of the quantity of resumes generated, the percentage of resumes likely to result in accepted offers, the time to fill a position, and the cost to fill a position or no attempt to submit recruitment sources was made.
2. Candidate Selection Method (weight 20%)	Recommended methods to select candidates were based on a thorough, creative, and innovative evaluation of the reliability, validity, utility, and legality of common candidate selection methods.	Recommended methods to select candidates were based on a partial evaluation of reliability, validity, utility, and legality of common candidate selection methods.	Recommended methods to select candidates were based on a narrow evaluation of the reliability, validity, utility, and legality of common candidate selection, methods or no attempt to recommend methods to select candidates was made.
3. Training and Development Method (weight 20%)	Recommended pilot training methods were based on a thorough, creative and innovative evaluation of the learning and development outcomes, cost of training and development, effectiveness of training and development, and risks of common employee training and development methods.	Recommended pilot training methods were based on a partial evaluation of the learning and development outcomes, cost of training and development, effectiveness of training and development, and risks of common employee training and development methods.	Recommended pilot training methods were based on a narrow evaluation of the learning and development outcomes, cost of training and development, effectiveness of training and development, and risks of common employee training and development methods or no attempt to recommend pilot training methods was made.

Assignment/Performance Criteria	Mastery 100%	Meets Expectations 85%	Not Met 0%
4. Performance Management System Method (weight 20%)	Recommended pilot performance management method was based on a thorough, creative, and innovative evaluation of the strategic congruence, validity, reliability, acceptability, and specificity of common performance management systems.	Recommended pilot performance management method was based on a partial evaluation of the strategic congruence, validity, reliability, acceptability, and specificity of common performance management systems.	Recommended pilot performance management method was based on a narrow evaluation of the strategic congruence, validity, reliability, acceptability, and specificity of common performance management systems or no attempt to recommend a pilot performance management method was made.
5. Minimize voluntary turnover Approach (weight 20%)	Recommendation to retain pilots was based on a thorough, creative, and innovative evaluation of common methods to minimize voluntary turnover, retaining employees, meeting pilot needs, and cost.	Recommendation to retain pilots was based on a partial evaluation of common methods to: minimize voluntary turnover, retaining employees, meeting pilot needs, and cost.	Recommendation to retain pilots was based on a narrow evaluation of common methods to minimize voluntary turnover. retaining employees, meeting pilot needs, and cost or no attempt to recommend an approach to retain pilots was made.