Selection and Staffing

Some organizations set up a selection process that is long and complex. In some people’s opinion, this kind of selection process is not only more valid but also has symbolic value. In your post, address the following questions:

**What can the use of a long complex selection process symbolize to job seekers**?

The use of a long complex selection process can symbolize to job seekers that the organization is looking for certain individuals that share the same values and looking to grow with the organization and help the organization grow as well. It could also discourage individuals from considering employment with an organization should they fail to stay in contact or follow up, or that the individual may not be a good enough fit for the organization. A long complex selection process can mean that the organization wants to ensure that the individual will be a good fit for organization and that the organization will be a good fit for the individual.

At one point a long complex selection process was a way to discourage perspective employees who may not be serious about a position within an organization. One way for an employer to discourage individuals who may not be a good fit would be through the online application process. This process can be so difficult that it can discourage individuals from applying due to the way you have to navigate website. Applying for federal government jobs is a good example, if you are not patient with the process it will discourage individuals from applying.

**How do you think this would affect the organization’s ability to attract the best employees**?

Again, I believe that federal government agencies have ways of deciding who will make it past the application process. Many individuals who work in the federal government will certainly tell you that USAJOBS is the most challenging website to use when applying for positions. This is very true, however, for the individuals who are serious about employment they will continue through the process until they have been referred to a hiring manager. Applicants applying for these positions must be screened very carefully and often times to ensure the right individuals are hired they may have to go through a very lengthy process.

I personally think that individuals who meet the qualifications should be considered, however, these days, organizations now have questionnaires that have to be completed before an applicant resume is even considered for review. A lot of times these questionnaires will ask the same questions in 2 or 3 different ways and this can be discouraging for an applicant, and at the same time help the organization to weed out applicants.

Reference

Youssef-Morgan, C. M., & Stark. E. (2014). Strategic human resource management: Concepts, controversies, and evidence-based applications. San Diego, CA: Bridgepoint Education, Inc