

Course Code: MBA5110-8

Course Start Date: 01/02/2017

Section: Leading and Managing People

Week: 6

Activity: Find the Right Candidate

Activity Due Date: 02/12/2017

Activity Description

A key responsibility of organizational leaders is placing the right people with the right jobs. Imagine you are the director of the marketing division for a large retail company and have been tasked with hiring a new manager to lead one of your product advertising teams. Due to the critical nature of this new management position, it is important that you find an individual who will be able to lead and motivate a dynamic sales team.

In preparation for your interview with potential candidates, determine what types of questions you should ask to evaluate their qualifications. Develop five key (substantial) questions you feel will provide the most beneficial information for selecting a candidate. When forming your questions, consider the following that should become evident when screening potential candidates:

- Identify the type of leader most suitable for this position.
- Determine how this person will motivate a team.
- Explain if this person is also a team player.
- Determine whether this person is an effective communicator.
- Verify if the person's background and skills align with the key functions of the management position.

In addition to your questions, develop a list of 10 best practices for hiring as they relate to the role of HR management in today's business environment. Also consider the legal and regulatory aspects of HR management practices and their impact on the recruiting and selection process. Use the NCU library and/or other Internet sources to research this topic. Support each hiring practice with a rationale and references.

Support your assignment with at least three scholarly resources. In addition to these specified resources, other appropriate scholarly resources, including older articles, may be included.

Length: 3-4 pages, not including title and reference pages

Your assignment should demonstrate thoughtful consideration of the ideas and concepts presented in the course by providing new thoughts and insights relating directly to this topic. Your response should reflect scholarly writing and current APA standards. Be sure to adhere to Northcentral University's Academic Integrity Policy.

Upload your assignment using the Upload Assignment button below.

Learning Outcomes

- 2.0 Examine current management practices as they relate to ethics, corporate responsibility, and human resource management.

Resources

Articles	
Reference	Instruction
Dwoskin, L. B., Squire, M., & Patullo, J. E. (2013). Welcome aboard! How to hire the right way. http://proxy1.ncu.edu/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=s3h&AN=85350899&site=ehost-live	Read Article

Document/Other	
Reference	Instruction
ArtsStrategies. (2013, March 19). How should organizations approach teamwork? [Video file]. https://www.youtube.com/watch?v=QonrR8PLCik	Watch Video
Big Think. (2014, May 7). Barbara Corcoran: How to hire like a shark [Video file]. https://www.youtube.com/watch?v=MHT-DnTEZK0	Watch Video

<p>Dixon, P. [Patrick Dixon Futurist Keynote Speaker for Industry Conference]. (2011, July 18). Inspire your team! Ultimate leadership speech. Give great PowerPoint presentations – Keynote [Video file]. https://www.youtube.com/watch?v=AjqKiLQ771M</p>	<p>Watch Video</p>
<p>Hanna, F. (2010, March 3). Workplace conflict...A true story [Video file]. https://www.youtube.com/watch?v=83EjV7Cqdo0</p>	<p>Watch Video</p>
<p>Retail Therapy Television. (2011, February 21). Have you got good internal communications in your company? [Video file]. https://www.youtube.com/watch?v=IXWrGZTGoRk</p>	<p>Watch Video</p>