To: Virginia Flanders

From:

Date:

Subject: Response to the prompt

As an advanced company Hathaway Jones is supposed to use the Internet to hire employees. The world practice in this area is that one can easily find the appropriate candidate for a definite position by means of the Internet. The accent is basically on the on-line search of the candidates who would meet the chosen parameters.

The primary goal

The primary goal for the search would be the actual abilities and professional qualities of the candidate. They are very important at work as they build the essence of the work itself. In order to get to know them one can undergo on-line testing or simply fill out the questionnaire. A lot of modern companies avoid this method, which is a mistake because any company needs professionals and it is a pity to miss them just because of the wrong approach. So, while looking for an employee it would be a good idea to carry out a promotion campaign of the company. It is important because the target is a qualified and intelligent employee and most of them will be looking for a position to apply. After the test is done, the candidate can undergo first the telephone interview and after that in-person interview. So, the first goal is the company promotion and further preparation of appropriate test assignments. This step is important because the company is interested in hiring the best employees and these often look for the openings themselves and most of them would definitely like to work for a successful and well-promoted corporation. Besides, these openings will always be in demand among competitive candidates which can raise the company's overall ratings. It is one approach.

Search for candidates

On the other hand, the company can search for candidates online by using one of the available employment websites. However, instead of putting high demands in the first place, the employer can use the same testings and questionnaires as stated above. For instance, there are plenty of companies that lose potentially strong candidates by putting too high requirements for them, e.g. location restrictions, work permits or experience requirements, etc. To make matters even worse, they write too high expectations to the candidates and, as a result, there are very few potential employees for the position. The suggestion is to lower the mentioned requirements, such as location restrictions, work permits and experience requirements, and choose among more candidates in order to get the best appropriate results. Thus, another goal is to choose among a greater number of candidates.

One more option that might be useful is to create a search agent on one of the employment websites in order to get the process running constantly 24 hours a day, 7 days a week. Such an agent can choose automatically among potential employees. During the next step, for example a telephone interview, the company can make a choice and select the best candidate.

Recommended policies

Of course, the policies recommended in this paper can have predictable and unpredictable shortcomings. However, very few of them might contain any risks. Anyway, all disadvantages can be corrected according to the situation, and there is very little possibility of any serious damage.

All in all, Human Resources Department in spite of the availability of various searching options still remains very subjective and personal in selection. Therefore, together with all the suggested policies and approaches, the department should have a good number of experienced and efficient psychologists and so-called "X-ray" employees at the department in order to "see" and "pick" the best staff for the company.