Title page

Making call

1. If I was the HR manager I would focus on external recruiting because it is more important to fill vacancy within external workforce. This will allow me to recruit more potential applicants and make a better choice by considering the talent and skills of people. This is an effective way of brining new ideas from outside while relying on internal recruiting is not adequate. Larger pool of workers can be used in external recruitment that means finding best people from larger population. I would adopt different strategy for hiring people at higher-level and lower-level positions. This is because at higher-level it is better to recruit from limited pool. These positions require more experienced and skilled people based on their past records and portfolio. While at lower-level positions seats are more so it is better to recruit from a large pool. I thing HR recruitment strategy always influence economic condition of the company. The strategy that minimize cost and ensure choosing good people will be economically beneficial for the company. If the company wants to save cost it would be better to built online recruitment method. The applicants could be asked to fill the experiences and details online. This will save the cost and allow company to choose staff more efficiently.
2. As an HR manager I would focus on building efficient training program for the employees. After choosing employees it is important to bring them to the workplace by speeding their performance (Larsen, 2018). The primary step is creating a plan that will identify the days and activities. The first week will focus on providing details about the job and activities that employees have to perform. The next week will focus on building communication skills such as by explaining what procedures can be adopted by employees for sharing information. They will be encouraged to share information immediately to the relevant department. The third week will provide knowledge about maintaining efficiency and increasing productivity. The training sessions will provide performance metrics such as employees will be asked to build their goals and work for their attainment. They will be given information about company’s policy of accountability and measuring performance of employees monthly. They programs also encourage employees to give their best and explain them how it will help their in the future career. The sessions also encourage them to give feedbacks to the manager and the HR for the issues their encounter at workplace. Cultural competency is taught in the fourth week for helping employees to work with the people of different cultures. They are encouraged to use stress management form handling pressures and challenging situations. They are provided information for using technology such as computers, data analytics and other resources.
3. If I was an employee at Wegman’s I would expect performance appraisals because they are part of all organizations. I would expect it because it has direct impact n the performance. If I would be aware that such appraisals are conducted I would be able to work efficiently and manage to complete by tasks on time. I think appraisals are important for following goals and achieving full potential (Griffin, 2016). I think 360-degrees feedback is most reliable method because this methods also focus on taking feedbacks from the employees. The manager can avoid partiality by considering the reason behind low performance of the employee. This method suggests listening to the employee reason behind bad performance of inability of completing task.

References

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