

Team Assignment: Unit 5 HR Case Study

"Choices", Case Studies in Health Care Supervision, Charles A. McConnell

A position is open in your department, and you have been presented with three candidates for consideration. All are equally qualified. They are:

1. A young woman, 19 years old, who has one child and who is separated from her husband.
2. A woman, 31 years old, who had been unsuccessfully seeking work for several months and whose husband is disabled.
3. The daughter of a fellow employee. This young lady actually desires to get into a different department, but would like to have this job until there is an opening in the department of her choice.

Much of the little you know about the first two candidates (as noted above) is forbidden information in that you are not allowed to ask for it on an application or an interview. However, the candidates themselves volunteered this information. What you know about the third person came to you from the fellow employee who wants you to hire her daughter.

Assignment Instructions:

1. Based on what you have learned about human resources and personnel selection in this unit, **come to consensus as a team** on the best way to handle this situation and the consequences of that decision, by addressing the questions listed below as well as any other issues you come up with during your discussion. **Post a report that summarizes your team discussion and the consequences of your decision (at least 2-3 full paragraphs) in the HR Case Study assignment submission link in Canvas.** The assignment is set up as a group assignment in Canvas, so only one team member needs to submit your final summary on behalf of the team.
 - What are the points of forbidden information referred to? Why are you not allowed to solicit this information?
 - What are some of the potential problems coming with the hiring of any of the three?
 - Under what circumstances would you be likely to rule out all three candidates?

*Note that you have access to collaboration tools through Google and Office 365 to use at your discretion. The important element is that regardless of how you choose to work together and communicate, **please ensure that I have access to whatever you choose to do so I can evaluate each team member's contribution to each team assignment.**

Grading:

This assignment is worth 20 points. This grade reflects not only the content of the assignment but also your level of participation with your team in this assignment. See the assignment rubric in the assignment link in Canvas for additional information on the grading criteria.