

Part1

Discussion Questions

1. Given two equally qualified job applicants—one from inside and one from outside the organization—how would you go about deciding which one to hire?
2. For various reasons, some healthcare organizations are unable to pay market rates for certain positions. What advice do you give such an organization about possible recruitment and retention strategies?
3. The use of work references is increasingly viewed as unreliable. How can employers legally and ethically obtain information about an applicant's past performance? What measures can be taken to verify information contained in a job application or resume?
4. What are the advantages and disadvantages of recruiting through the Internet? What advice do you give to a hospital that is considering using the Internet for recruitment?

Part2

For this discussion board, you will have to do a little bit of research on job postings for either a hospital or nursing home of your choice. Chapter 8 discusses recruitment, selection and retention so you will be considering each of these items in this discussion.

After reading chapter 8, find the website of any hospital or nursing home of your choice and locate their "careers" or "job openings" link. Go to that link and do a search on all open positions. For this discussion board, I want you to focus on open positions for either nurse aides (may be listed under a similar name such as CNA or resident assistant, etc), **OR** nurses **OR** housekeeping/environmental services. After you have identified which of these job openings you want to research, tell us the following:

1. The name and location of the health care organization you have chosen.
2. Which position you have chosen to research (either nurse aide or nurse or environmental services).
3. The number of vacancies there are in your organization, across all departments, for the position you chose.
4. Average starting wage range for this position, based on research can you find for area wages or similar jobs... or your best educated guess if you can't find anything
5. In the job postings or on the company website, tell us about any items or any information you see listed that you consider "recruitment" or "retention" strategies the company is using to get and/or keep their employees. You should be able to identify a minimum of three (3).

6. Then tell us the names of three (3) competitors within 15 miles of your organization that may also be interviewing and wanting to hire the same individuals needed for your positions. Tell us why they are a competitor and why individuals may choose the other company over yours (it cannot be general such as pay or benefits - you must identify something specific they have that your organization doesn't have or something they are better at showing/doing on their websites, social media, job postings, facilities, etc that may give them an advantage).

**** at least one of the competitors you list can NOT be a health care organization - you must tell us *why* this other non-health care company is a competitor for the position you are researching in addition to why individuals might choose them over your organization****

Last but not least, tell us one piece of advice you might offer this company that could give them a competitive advantage on either recruiting or retaining employees. It can be specific to the position you researched above or just a general practice. It can be something that would benefit all employees or just your position, it can be something creative that just targets a specific pool of people or location or it may just help with a specific job... but it can't be generic and common like "paid holidays" or "tuition reimbursement." If it helps, think about what might interest you or someone you know or just something fun and different. Think outside the box!

Part3

, could explain why larger manufacturers like Walmart can offer competitive prices and offer products at a lower cost than smaller chain stores? Think of it in terms on input and output.