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Recruitment, Selection Process, and their Problems

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Recruitment, selection process, and their Problems

The discussion focuses on identifying problems through the probable candidate individuality for which Silicon Valley Recruitment firm is hiring. It further analyzes the company's recruitment as well as selection processes as well as problems that create the company not fully satisfy the need of their diverse clients. The company should also employ multicultural along with variety planning concepts at the company to create a positive transform attracting a better market scale compared to the present. The discussion also analyzes the kind of changes that the human resource in charge would make to address complaints as of the EEO Commission along with the technology firms.

Biasness is potential a potential problem associated with candidate hired by Silicon Valley Recruitment firm as that mainly of the recruiters come from Ivy league university college. The fact that the recruiters are from the same college they might be tempted to hire persons from the same college. High chances of gender bias as members of the recruitment team are all-male, making the male supremacy be exposed even in hiring. Racial prejudice can come into play as another factor for the problem of hiring being less multicultural. The brand of the hiring team promotes one color showing the higher probability that the member might also be persuaded to favor persons of their color and origin. SiliconValey in itself is promoting a bad brand in hiring which should be tamed for any case the company will want to achieve better results. The company should also include Northern European, Indian, African American, as well as Hispanic persons as their team members' recruiters. The inclusion of different cultures recruiters that recruiters cover and understand their broader market.

The recruitment and selection process of the company should be revisited and adjusted because it should have a selection for all the genders and the disabled persons. There should be

percentages in step two of the data-mining program in which the data should select a certain percent of the disabled. The division in percentage ensures for full representation of the society, or the systems should be different in that a female, male, and disabled apply to the same company but on different accounts. Different accounts allow for picking the best in different accounts. The final stage of selection should have at list one disabled person, one minority persons and maybe one man if the opportunity was one reducing discrimination

In conclusion, the company can employ the usage of the blind resumes, which will at least conceal all the personal details in the resume reducing ant related chances of bias. The blind resume will promote higher probabilities of the Silicon Valley company hiring persons without choosing personal tastes or interests. The blind interview is another mode the company should employ at the stage at step four before selection as the candidate will answer the questions asked without revealing the personal details to the interviewer. The blind interview will only allow the candidates selected out of their brilliance rather than chosen on the context that the candidate is a personal interest to the interviewer (Knight,2017). The ²blind interview, as per Buijsrogge et al. 2016 also reduces the stigma, which boosts the morale of people coming to interviews for fear of discrimination.

References

- Buijsrogge, A., Deros, E., & Duyck, W. (2016). Often biased but rarely in doubt: How initial reactions to stigmatized applicants affect interviewer confidence. *Human Performance*, 29(4), 275-290.
- Knight, R. (2017). 7 Practical ways to reduce bias in your hiring process. *Harvard Business Review*.

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