y

by Z W

Management and Interview

Name

Institution

Course

Instructor

Date

Management and Interview

The concept of human resource management is essential in business and thus, students are required to prepare early. Therefore, it is necessary to conduct interviews with human resource managers to share their experiences in the industry and some of the challenges encountered and how they maneuver through them. Furthermore, through the interview, a student can learn more about human resource events, which will help them handle managerial rights by following the knowledge from the skills acquired. The person to be interviewed is Michael Molina, who holds the chief human resource officer position at Vistage international.

Moreover, having an interview session with the interviewee will provide a useful method of obtaining practical acquittance concerning the interviews' importance. According to Gordon (2003), an interview offers the interviewer a chance to understand the industry's skills. Therefore, as a student, one can align the skills discussed and those that are owned to weigh if they fit. The interview is prepared well and focused on the basics needed in the industry and the questions obtained from the general public. The talk will be conducted through skype and on the 1st of March 2021 from 11 AM to 1 PM.

Running an interview session with the chief human resource of a reputable organization provides an opportunity to grasp significant knowledge on how the company has made it far, irrespective of the economic changes. The interviewer also has a chance to know more about the interviewee, hence creating a better understanding of the personality required for human resource managers. A student has no idea what happens on the ground because they mostly focus on theoretical knowledge. Nevertheless, the interview with such a fantastic participant will open a student's mind and grasp the nitty-gritty of producing results.

After high school, we immediately started a print business with my friend and the business began to do well. However, although the business was doing well, we had a different idea concerning the direction the company should take. This was when I had to make the hard decision because my partner offered to buy me out and I accepted. I decided to go back to the regular workforce. I do not regret getting out of the company and going back to be an employee in marketing. I now enjoy selling software and despite the decision being the most challenging one in my career life, I consider it worth it.

Managers undergo tough times, especially when it comes to making decisions that are challenging. They are in a dilemma and this makes them require both emotional and mental support. Managers need to anger their emotions to maintain encouragement to the team. Nevertheless, one of the biggest roles managers play is making tough decisions such as firing employees and stopping a long-term partner. Therefore, managers can use one of the strategies to make these decisions simple and easy is decreasing decision fatigue. Van Eerde (2015), states that one can eliminate decision fatigue by allowing the lower groups in the organizations, such as the assistants, to make decisions that will not affect the manager or the business. This will help in eliminating the repeatable habits that may lead to stress.

Another method is taking themselves out of the picture and assume that the organizations are not theirs. Therefore, managers can believe their friend has come for advice and then speak out loud as if talking to people who are strangers. Managers also need to set clear and strict deadlines for making decisions (Van Eerde, 2015). Many people tend to take more time than required, but through deadlines, managers can make wise decisions and within a given time, such as within a day or month, depending on the impact the decision will have on their firm. This will help in reducing time wastage and mental resources.

References

Gordon, J. (2003). Assessing students' personal and professional development using portfolios and interviews. *Medical education*, *37*(4), 335-340.

Van Eerde, W. (2015). Time management and procrastination. *The psychology of planning in organizations: Research and applications*, *12*, 312-333.

y

0%
SIMILARITY INDEX

0%
INTERNET SOURCES

0%
PUBLICATIONS

0%
STUDENT PAPERS

Exclude quotes	On	Exclude matches	Off
Exclude bibliography	On		