The Recruitment Flaws in the Government Sector Recruitments: A literature Review Approach

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Abstract: - This paper is the result of using a blended learning community and elements of the dialogue method of paper presentation for understanding news writing formats in the classroom. The electronic part of the blended learning community constituted the forming of a special group on the social networking site 'Facebook' to deliver the course material to the participants. The participants were to study the material that they received and undertake further exploration of the subject for better understanding before they came to the classroom. When they arrived in the classroom, elements of the dialogue method of paper presentation were used by them to discuss the material that they had already looked through on their own. This was done in two stages so that there was greater clarity in their understanding about the news writing formats. In the first stage they interacted with their peer on the subject in small groups of 5-6, explaining to each other the various concepts being discussed. After this the class discussed the topic as a whole, with a fellow participant noting on the whiteboard the content that was being shared. Feedback was collected from the participants at three different points of the study – before they were told about the topic, after the material was shared on the Facebook group and lastly after it had been dialogued on in the classroom learning community. It was found that they reached a deeper level of clarity in understanding about the formats of news writing after it was dialogued on in the blended learning community.

Index Terms : Blended Learning Community; Classroom Learning Community; Deeper Learning; Dialogue Method; Facebook Group for Material Delivery; News Writing Formats.

I. INTRODUCTION

The recruitment constitutes a vital part of fulfilling human resource requirements in the organizational perspective. Yet the appropriateness of recruitment with organizational interests is a harder aspect of organizational decision making. The probability of recruitment decisions going vague is always there as the person-job fit prospects, person-organizational fit prospects may or may not suffice the purpose. A host of studies on subject matter explore the merits of recruitment and lesser focus on the intricacies of the recruitment going awkward and deviating from the core agenda. The paper hence explore the literature on the possible aspects that shape the probability of errors in the recruitment and selection processes and mechanisms. The paper is divided into two sections, one section corresponds to the exploration of trends in literature and other section summarizes the paper based outcomes.

II. LITERATURE REVIEW APPROACH

The person-environment fit and person job fit identifies as two axis of the error making in the selection processes in government and non-government institutions. The individual problems especially the cognitive, the psychological and attitude problems identify as another face of the same coin. The studies on subject elucidate largely on the attitudinal problems as the basis of the problem being faced by the newly recruited employees as well as the organizational human resource managers.

* A study (Sutherland,Wocke, 2011) [4] on the symptoms and consequences of selection errors in the recruitment decisions examined the selection errors in terms of person organization fit and person job fit across 393 prospects. The study concluded that selection errors are prevalent in the organizational architecture and often prevail as the part and parcel of recruitment and selection procedures.

* Another study (Mikucki,Jusczzak, 2016) [3] figured out the role of cognitive errors and organizational mistakes in the recruitment process and delved into the issue of candidate profile and false practices in the recruitment process. The study focused on the mental deceptions, lack of clear description of candidate profile, misunderstood research objective, careless selection of the head hunting company and lack of proactive cooperation as primary causes of selection errors in the organizational perspective.

* A study (Gopalakrishnan,Ganakrishnan, 2017) [2] reflected on the role of person-job, person-environment, person organization and person group and person supervisor fit as influencing selection prospects and related errors in private educational institutions. The study leveraged the factor analysis approach to conclude that the inappropriate selection paradigm does prevail and that the errors in

selection pose consequences for the overall organizational interest articulation and interest realization.

* A research concluded that the organizational discovery of most suitable employee is a challenging task and that the selection errors could re shape the firm-based receipt and deployment of the human capital in the organizational work environment, culture, policies. The study further reflected on the appropriateness of the process and discussed the role of suitable employee in transforming the challenging task into result. Productivity is one of the most challenging issues related to manufacturing and service organizations

* A study on the possible impact of inappropriate selection of employees on organizations highlighted the inappropriate selection as an outcome of the individual behavioral and job fit prospects as leading to productivity loses. The study (Capelli, 2019)[1] across Harvard Business School figured out the decreased and non affirmative role of algorithms and outsourcing in recruiting the relevant people for the organizational needs. The study also observed the shortcoming of the digital science in hiring the right candidate. The digital science based solutions have widely been believed as leading to errors and flaws in the human capital recruitment across government and non-government organizations.

* The presents this hypothetical model for the recruitment flaws in the government sector recruitments. As evident the individual prospects namely the interpersonal problems and attitudinal problems interfere with the selection-based success. The errors in examination of individual's attitudes and cognitions do shape the appropriateness of selection process and obvious utility to organizational processes. The individual identifies as a vital stakeholder in selection and recruitment-based errors in the organizational productivity architecture. The organizational prospects constitute the other stakeholder in the determination of selection criteria's success. The fit prospects have been observed as shaping the selection based outcomes in considerable manner. The studies on the subject matter elucidate a lot on the individual and organizational prospects as shaping the productivity based outcomes.

* The proximal and distal determinants of inappropriate selection in organizations bear diverse considerations. The proximal or the near by determinants often identify as those involving the individual , the cognitive mindsets, temporal aspects as well as the mental mindsets. The distal aspects have been identified as the contextual and organizational aspects that purely drive the process based selection outcomes and respective productivity.   The studies even enlist the role of outsourced HR professional agencies in inducing the selection process based abnormalities and inefficiencies in addressing the organizational requirements

and needs.

III. SUMMARIZING THE OUTCOMES

The selection and recruitment constitute a vital exercise in human capital management in organizational perspective, yet the process is not aloof from the errors and flaws. Despite the innovations in digital science, outsourcing and usage of algorithms, the selection process has not been able to safeguard itself from the errors that literally creep in or that could possibly derail the achievement of the organizational interests. The recruitment flaws are hence considerable and a natural outcome of the cognitive and mental deceptions. The paper summarizes the studies and also explore the probable role of individual driven and organizational driven inefficiencies as shaping inappropriate selection.

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