

The Employment and Recruitment Policy

The signs of the times suggest that employers are moving towards the recruitment of young workers on the basis that there are more knowledgeable, skilled and offer hope for improvement in efficiencies and productivity. It would seem that basis of such thinking, is premised on the assumption that baby boomers are more energetic, innovative and are more likely to think outside of the box. Employers are now more inclined to undertake to recruit young persons, based on the fact that for the most part, they are able to identify with the various technologies that are now used routinely in the workplace.

The recruitment and employment of younger workers is often guided by what they present to the employer, during the course of the job interview. Generally, employers are looking for talented and skilled workers. They are expected to look beyond this, and to assess those who are eligible based on their attributes. These include oral and written communications skills, critical thinking and problem solving skills, professionalism, work ethic, the ability to collaborate, respect for team work, leadership, interpersonal skills, discipline and a positive work attitude. It sometimes appear that these are of lesser importance to employers, who are tending to be more concerned about the previous work experience of the applicant. It begs the question as to why significant emphasis is placed on previous job experience, rather than on the individual's ability to do the job, their personal qualities and competencies, the character and outlook of the individual.

When it comes to the employment of persons, the ability of the prospective employee to fit into the organization by identifying with its vision, and having the capability and capacity to respond to demands of the organization, should always be the primary considerations. The employer should undertake to carefully scrutinize the applicant, in an effort to get a sense of the individual's professional behaviour. This is an aspect of the character of the individual that is sometimes overlooked. It gives way to the attention paid to the applicant being fit for purpose to do the good. By that, reference is made to the focus being placed on academic, technical qualifications and competencies. It is at this point, that the employers' attention can be diverted from making an assessment of the level of job experience and capability to do the job. Getting someone to work and get the job done, tends to override all other things.

Employers sometimes fail in paying attention to the level of professionalism that is required of employees. There is a need to correct this, considering that both the internal and external customers, expect a standard of professional behaviour from all employees. This includes management and their subordinates. Employers are therefore expected to train their employees to observe the standards which the organization has set.

In some areas of employment, employers have experienced a relatively high turnover of staff members. In some instances, employers are forced to terminate the services of employees, while in contrast, there are employees who just walk away from the job. In the case of those employees who are terminated, this action is necessitated by their poor work ethic, poor attitude, low

productivity, general indiscipline and indifference. It begs the question if employers have an Employee Recruitment and Selection Policy in place, which outlines the procedures for attracting and choosing external candidates for the job, other than operating simply on impulse.