

**College of Administrative and Financial Sciences**

**Assignment 1**

**Human Resource Management (MGT211)**

**Deadline: 07/03/2020 @ 23:59**

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| --- | --- |
| Course Name: H.R. Management | Student’s Name: |
| Course Code: MGT211 | Student’s ID Number: |
| Semester: II | CRN: |
| Academic Year: 1440/1441 H |

**For Instructor’s Use only**

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| --- |
| Instructor’s Name: |
| Students’ Grade: Marks Obtained/Out of | Level of Marks: High/Middle/Low |

**Instructions – PLEASE READ THEM CAREFULLY**

* The Assignment must be submitted on Blackboard (**WORD format only**) via allocated folder.
* Assignments submitted through email will not be accepted.
* Students are advised to make their work clear and well presented, marks may be reduced for poor presentation. This includes filling your information on the cover page.
* Students must mention question number clearly in their answer.
* **Late submission will NOT be accepted**.
* Avoid plagiarism, the **work should be in your own words**, copying from students or other resources without proper referencing will result in ZERO marks. No exceptions.
* All answered must be typed using **Times New Roman (size 12, double-spaced)** font. No pictures containing text will be accepted and will be considered plagiarism).
* **Submissions without this cover page will NOT be accepted.**

***Learning Outcome:***

1. Demonstrate a thorough understanding of an HR Strategic planning which includes Effective job analysis, Recruitment and selection strategies (Lo 1.6 & 1.7).

2. Demonstrate overall Human Resource concepts, goals and strategies within the context of organizations goals and strategies (Lo 1.1).

***Assignment Structure:***

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| --- | --- | --- |
| **S.No** | **Assignment Type** | **Marks** |
| Assignment-1 | Critical Review | 5 |

**Assignment-1**

* **Instruction to search the Article:**
1. Via your student services page, log in to the Saudi Digital Library.
2. After your login with your student ID, search for the following article:

***“*Your Approach to Hiring is all Wrong”, by Cappelli**, **Peter**. **Harvard** **Business** **Review**. **May**/Jun2019, Vol. 97 Issue 3, p48-58.

**Download the article, read it carefully and answer the following questions. Also use at least 2-3 additional scientific references to support your answers/opinions.**

**Assignment Questions:**

1. Summarize the article in your own words. (minimum of 250 words).[Marks:2]
2. Reliance on data science in the hiring process, is this critical to the desired outcome? Describe this in no less than 100 words.[Marks: 2]
3. Discuss why employers find the hiring process difficult? Make some suggestions to develop such a recruitment process which can hire the best employees for the organization. [Marks: 1]

**Answer:**