

Ethical Recruitment and Candidate Screening

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The recruiting tactic is normally the most critical influential work that determines company success and thus requires ardent and in-depth grilling of candidates. Reputation upholding is important to a company; thus, employees' social lives and behaviour outside work require decency and good behaviour. In the case of Danielle and James, I will choose to concur with the branch manager, Mr James, as the social life and behaviour of a person, when not under scrutiny, depicts their real behaviour. Decency is important in conducting business as the clients are always concerned about maintaining a high behaviour due to their high profile.

The case of social media misuse and nudity is on the rise and has rendered morality less imperative. It is due to this perspective that I draw my best-case scenario on Danielle and James' case by fully supporting James on the background check of the applicant's social life. Business deals made by corporations are normally influenced by the reputation and the morality-conscious business entity/company. This can be maintained only through hiring moral-conscious employees.

The fact presented in this case asserts that the branch manager, Mr. James, is hiring two interns in the next week. The time limit is less; thus, a one-on-one interview cannot take place between the manager and the interns. Furthermore, He has identified five candidates that he wants to choose from. Another fact concerning the situation is that the hired interns will line up to attend social events and thus their social life and moral behavior should be in line with the values and policies of the company. The disparity of the interns are high, and it is known of James to always fire new interns who didn't finish their assigned duties. From my perspective, it is better to be careful than to be sorry; thus, the manager is taking precautions when it comes to hiring because he doesn't want any mistakes that might haunt him later on.

The alternative action of telling Mr. James about her concerns about his assignments will prompt James to take a decisive action that might render her out of her internship position. To me, this step is consequential to her and doesn't benefit her in any way; hence, it should be avoided. This alternative can create a rift between Danielle and the branch manager, Mr James, and thus should be well thought out before being undertaken. Another alternative is to ask for the reassigning of the work to another person, but this will be seen as a revolt against the management by the manager and end up backfiring on her. Judging from the historical manner in which Mr James is handling his issues, he is more cautious and would always choose to uphold the reputation of society rather than employ an internee who has a tainted social background.

Ethical issues associated with this scenario are the legal and moral factors that tend to challenge employers when choosing employees. The manager's view is for the goodness of the company and

thus is ethically right as his intentions are to achieve the vision and purpose of the corporate institution (Koehn, 2002). In this case, Danielle is torn in between doing what is morally right by talking to the manager about the assignment but is scared of the implications of this action. On the other hand, the manager, Mr James, is focused on upholding the reputation of the company by profiling employees' social lives in an attempt to get morally right interns.

For a right or right decision to be achieved by Danielle, it is important that he gets all the best-case scenarios of the situation (Smith, 2001). In the case of getting the candidates filtered, she should know that due to the disparity, it is inevitable that the selected candidates are filtered, and the best one who suits the company is taken in. This should be a matter of consideration before making a decision. The assignment does not guarantee that the social life of the selected candidates is trespassed as the social platforms are there for the public to see; thus, morality can be checked through one's account in an attempt to get a suitable person for the position.

Potential outcomes in this scenario include Danielle approaching the manager, Mr. James, and presenting his concerns, the task being reassigned, and her getting fired shortly afterwards. This is not the best of the choices that Danielle should undertake, but it is among the few outcomes. Another possible outcome is that Danielle pushes through and does the task at hand. Even though she doesn't like it, the manager gets new interns, and things go back to normal. This is true as ethical confidentiality guarantees that whatever she does is under instructions from the manager as long as they are within the laws.

Another potential outcome is the submission of the task by Danielle, which will get the manager good interns for his slots. This, to me, is the best-case scenario, as it is set to happen even if you decline. The social behaviour of a person should be his or her own responsibility, as what is adopted from social media depicts how someone's morality is upheld. This thus makes the manager's task the way to go: tackle the task and submit.

The application of the Care² process in deciding on assists in ensuring the best-case scenario is adhered to (Greenberg, 2012). The following steps were taken in the process:-

Consistency

Would I make the same decision again in future should another situation happen? This, to Danielle, should be easy as a good decision is well thought out. If you are certain that you are doing the right thing, then you should do what you always do to ensure the task is completed for the manager on time.

Accountability

Her consciousness would be clear if she did the right thing, which affirms that undertaking the task would save you time as you are likely to complete your internship and move on to the next level. Gets the company good recruit who will become used by the company and be done as soon as possible.

Rationality

Based on logic, the situation requires a simpler evaluation than requires taking a big-picture perspective where your actions are based on logic or emotion. To have to choose gets one to acquire the art of following what logic dictates. And put yourself in the same situation for you to affirm that your decision is how you would want to be treated if you were in that situation. Leaving the task unattended will lead to one being fired for failure to communicate with management if she is unable to handle the case for moral reasons. Ensure that all alternatives and possible outcomes have been weighed over and that the choice made is the best case that anybody would take.

Equity

Would James be satisfied if somebody did not present vital information that would help shape the future of the company to him? No, absolutely not; thus, it is best to take the most logical step of assisting the manager to hire interns and keep his schedule running smoothly to avoid poor decisions. The concept surrounds the right thing to do and evaluates the situation through analytical observation and assumptions.

The best-case scenario should always be prioritized in such cases, and decisions should be made with logic. That way, it guarantees good choices in the important scenarios that call for logical evaluation and analysis of the possible outcomes.

References

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