Unit 9: Submit Final Project

Answer the questions below in an 8-12 page paper. Be sure to address all five questions.

1. What should be included in an organization's plan for recruitment sources? What is the difference between proactive and reactive recruitment and what is the difference between traditional and innovative recruitment sources?

2. What is necessary for establishing a pre-recruitment foundation for competency-based interviewing? What are the four competencies that should be examined and included in an organization's competency-based interviewing? Include factors related to the notion of cultural fit.

3. What is involved with interview preparation? Include factors such as job description, job analysis, right fit, etc.

4. Why is it important to have competency-based questions?

5. Why is it important to conduct background checks? What steps are taken to conduct background checks?

Your answers should reflect skills and knowledge you have developed in multiple parts of the course. Your Final Project should be in the form of a plan for attracting and retaining top employees. You should use your present employer, a past employer, or a company you would like to go to work for as the model for your plan so you can use examples and amplify on the factors and answers to these questions in a real life situation you can relate to.

The Final Project will be due by the end of this unit.

Instructor TIPS for Final Project Success:

Identify the firm you are addressing for your plan in the Introduction of the paper. Utilize the actual final project questions in body of paper (can be in italics or color font) followed by your detailed answer for each respective question. Provide a Conclusion for your final project. No prior course work is permitted in the final paper. Four resources are required besides the text. Your research needs to be from credible and/or scholarly sources so at least two resources need to be from the online library databases. Your research gives credibility to your thoughts. You may want to consider using the Writing Center tutor to confirm your APA format before submitting work.

Review the Grading Rubric below before starting this assignment.
Unit 9 Final Project Rubric

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<th>Percentage</th>
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1. Described the difference between proactive and reactive recruitment and between traditional and innovative recruitment sources.

2. Explained the elements involved with a pre-recruitment foundation.

3. Identified the four competencies types to use in interviews.

4. Addressed why it is important to use competency-based questions.

5. Identified factors related to cultural fit.

6. Explained the key elements of interview preparation including job analysis and job descriptions.

7. Described why background checks are important to conduct and the steps involved.

Analysis and Critical Thinking: Responses demonstrated critical thinking and analysis and exhibited application of information.

Clear business writing. Spelling and grammar are acceptable. Effective use of APA.

Directions for Submitting your Assignment

Compose your assignment in a Microsoft Word document and save it as Username-HR400 Final Project-U nit#.doc (Example: TAllen- HR400_Final Project-Unit9.doc). Submit your file by selecting the Unit 9: Assignment Dropbox by the end of Unit 9.

NO LATE WORK IS ACCEPTED FOR THE FINAL – NO EXCEPTIONS.