

What Would You Do?  
Baker College of Auburn Hills  
Jose Montoya

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**1. Employers typically focus on two areas in reviewing job candidates—experience and knowledge. As a member of your organization’s human resources group, you have been thinking about how the recruiting process could be modified to include character as a third area of review. Candidates would be screened based on their honesty, integrity, and courage to do what is right. You have a meeting with your immediate manager coming up and wonder if you should broach this subject with her. If so, you need to be prepared to explain why you think this is important and to offer examples of how such a screening program could be accomplished.**

An example to make sure that there is a good screening program would be to give the candidate 3 scenarios, and having them to answer them. For example, the billboard example, you are driving down a highway, and you see 2 billboards. 1 saying why you should hire stated person, and why you shouldn't hire stated person. But they are going fast, so they have to answer kind of quickly, but it also makes them think about it, and answer on the spot, that they have to be honest. After the 3 scenarios, taking a simple test that will determine if they can show the skills that they said they have that the company is looking for. Like coding something real quick, etc.

**2. You are currently being considered for a major promotion within your company to vice president of marketing. In your current position as manager of advertising, you supervise five managers and two hourly workers. As part of the annual salary review process, you have been given the flexibility to grant your employees an average 3 percent annual salary increase; however, you are strongly considering a lower amount. This would ensure that your department’s expenses stay under budget and would send the message that you are able to control costs. What factors do you need to consider in making this decision? How would you proceed?**

The factors I would look at is attendance, performance, adherence, have I already used my annual 3 percent annual salary increase? What is the budget currently for the month/year for the company. It depends, but since you are working for the company, you have to make sure that you are taking consideration of the well being of the company. With the best interest to improve and keep the production of the company going aflow. I would want to give the employees who work hard, a raise. Those who put the time and effort at work should be rewarded. So taking account the attendance, adherence, and performance of the employees is a factor of who will get the raise. With the addition of having good intentions to keep the company running and keeping it at bay.

**3. As part of your company’s annual performance review process, each employee must identify three coworkers to be interviewed by his manager to get a perspective on the employee’s overall work performance. Your friend has offered to give you a glowing performance review if you agree to do the same for him. Truth be told, your friend is not a**

**very dependable worker, and his work is often below minimum standards. However, he is a good friend, and you would hate to upset him. What would you do?**

I would have to be honest with him. It is a company annual performance, if they cannot perform the skills, and they can't meet up to the expectations of the company, you have to let them know. That they cannot cheat the system, because if they find out that they cheated the system, they both lose their job. It could also jeopardize their future of getting another job/career. Even though he is a good friend, a good friend would understand, and would want someone to be honest with them about something. Not be lied to. I would say "Listen, i'm glad you offered me this, but do not alter anything that is not true. Write how you think I perform, and be honest. Not only does this affect the company, but this affects me as a person. I want to know what I am lacking in so that I can improve my performance, and better myself as a person." Something like that, I would let him know if he is performing low, and try to assist him on improving by giving him tips, and some pointers on things that they could work on.

**4. You are a recent graduate of a well-respected business school, but you are having trouble getting a job. You worked with a professional résumé service to develop a well-written résumé and placed it on several websites; you also sent it directly to contacts at a dozen companies. So far, you have not even had an invitation for an interview. You know that one of your shortcomings is that you have no real job experience to speak of. You are considering beefing up your résumé by exaggerating the extent of the class project you worked on for a few weeks at your brother-in-law's small consulting firm. You could reword the résumé to make it sound as if you were actually employed there and that your responsibilities were greater than they actually were. What would you do?**

I would not try to word it as if I worked there. But more as in part of a upcoming future project for a consulting firm. I would have it written in the resume as something that catches the interviewers eyes, for example, "Underwater pottery maintenance team". Which is a dishwasher, it makes it a more creative, that allows you to be more unique. That sentence alone has caught the eyes of some people. I told this to some people, and they said "wow that sounds great! What is it?" It caught their attention because it was something new, not bland. Obviously I told them it was a dishwasher, but using words like that is way better than using "Dishwasher". I would put on the resume "Extensive Advisor of (insert name)". As stated on the paragraph, it was a extent of a class project in a consulting firm.

**5. You have just completed a grueling 10-day business trip calling on two dozen accounts in Latin America. There were even business meetings combined with social events late into the night and on the weekends. On the flight back home at the end of this marathon, you are tired and feeling as if you have not seen your family for a month. As you work on completing your expense report, you say to yourself, "The company does not pay me enough for the work that I do." For more than a few moments, you think**

**about padding your expense report to make up for all the extra hours and time away from your family. Would it be okay to add “extra expenses” to compensate for the hardship of the trip?**

I would personally let my boss, or my supervisor know about the struggle that I went with doing the job. Since they payed for your flight, meals, and hotel (I assume), adding more to the expenses would not look good. They will probably ask “where did this extra expenses come from?”. The right way, would be to let your boss/supervisor know about the hardship. The reason as to that is to let them know about what you went through, and it lets them know that you at least asked to be able to add a little bit to the expense, and they can put more trust in you. But if you took the job, and knowingly knew that it would come with hardships, you really can't complain. You knew that it was going to be hard, and you have to be up for the task. So no, I would not add the extra expenses, but let them know if they can compensate me for a bit for “X” reasons.

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