Activity-based Resources for BAFS Topic 4: Debate on Recruitment Methods

Business Management Module

Human Resources Management

**Activity-based Resources for Business. Accounting and Financial Studies**

Business Management Module – Human Resource Management

***Topic 4: Debate on Recruitment Methods***

**Student Worksheet 1**

**Activity 1(A): Staffing process and recruitment advertisement**

Search company websites for a staffing process and collect 3 recruitment advertisements from company websites or various media. Share the findings in groups in ***Activity 1(B)***.

**Activity 1(B): Group sharing**

**Group members:**

|  |
| --- |
| 1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 4. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 2. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 5. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 6. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
|  |

1. Write down your group’s findings on the staffing process of two companies:

|  |  |
| --- | --- |
| **1. Company name:** | **2. Company name:** |
| *Description of staffing process:* | *Description of staffing process:* |
| *Compare the staffing processes of the two companies. Are they similar or different? Why?* | |

1. Select 3 recruitment advertisements the groups collected from company websites or various media, list their job titles and describes the main duties in the table below.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Name of Company** | **Job Titles** | **Job Duties** |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

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**Student Worksheet 2**

**Activity 2(A): Prepare arguments for debate**

Each group is required to participate in the debate. You will be given 20 minutes to study the following three topics and develop arguments for both sides. Put your views in the table under each topic.

**Debate topic 1: Internal vs external recruitment**

Suppose a school’s Principal will retire by the end of this school year, recruiting a new Principal from outside is better than promoting an existing staff in school.

|  |  |
| --- | --- |
|  |  |

|  |  |
| --- | --- |
| ***Internal recruitment*** | ***External recruitment*** |
| *Support promoting Assistant Principal* | *Against promoting Assistant Principal* |

**Activity 2(A): Prepare arguments for debate**

**Debate topic 2: Job fairs**

Job fair is an effective way to recruit workers for business firms in the services sector, such as restaurants.



joiing

Source: <http://www.jobmarket.com.hk/job-fair/> (viewed on 15 December, 2016)

|  |  |
| --- | --- |
| ***For*** | ***Against*** |
|  |  |

**Activity 2(A): Prepare arguments for debate**

**Debate topic 3: Recruitment by referrals**

Employee referral is the most effective way of recruitment for a property agency.



搞推薦計劃 美聯揼錢吸人才

……..凡推薦一位舊年喺其他代理行，全年跑數達100萬至200萬元嘅代理，推薦人可獲5,000元獎金，若推薦過去1年跑數達200萬元或以上嘅代理，獎金1萬元。美聯上月靠呢招，請咗30名一年跑數過百萬嘅代理 ……….

Source: Apple Daily, 26 April, 2016.

|  |  |
| --- | --- |
| ***Prop*** | ***Opp*** |
|  |  |

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**Student Worksheet 3**

**Activity 2(B): Debate**

(i) Other than the debating groups, all students in groups will be the observers. List your groups’ comment and/or questions and vote for the best debater.

|  |  |  |
| --- | --- | --- |
| ***Debate topic*** | ***Comment/Questions*** | |
|  | ***Prop*** | ***Opp*** |
| *Suppose a school’s Principal will retire by the end of this school academic year, recruiting a new Principal from outside is better than promoting existing staff within the school.* |  |  |
| *Job fair is an effective way to recruit workers for business firms in the services sector, such as restaurants.* |  |  |
| *Employee referral is the most effective way of recruitment for a property agency.* |  |  |

(ii) Assess the debaters’ performance and vote for the best debater: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_