



Identifying & Exploring Key Recruitment & Selection Issues in Belize



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Presentation Overview



- Presentation purpose
- fusionHR: Firm profile
- fusionHR's recruitment tools and services
- Recruitment issues and trends in Belize
- fusionHR's selection tools and services
- Selection issues and trends in Belize
- Hiring challenges in Belize
- Discussion/Questions



Presentation Purpose



- To identify and review the issues, trends and challenges facing Belizean employer organizations in the hiring arena including the two constituent areas of recruitment and selection
- Present information/data based on fusionHR's experience as an HRM service provider and practitioner.





fusionHR: A Profile



- fusionHR is a premier human resources management firm in Belize that provides "state of the art" organizational tools and innovative people-related solutions to all types of employer organizations
- Established and became operational in 2004
- Collaborate with international partners such as Profiles International Ltd., Performance Assessment Network and Degarmo Group
- International Global Member of the Society for Human Resources Management (SHRM), which is the leading HR membership-based network in the world
- Work across all HRM and HRD domain areas



fusionHR Service Offerings



Job Analysis

HR
Administration
(includes Time &
Attendance)

Recruitment

Selection

Contingent
Staffing
(Temporary &
Outsourced
Staffing)

Compensation/
Total Rewards

Performance
Management

Employee
Relations

Legal
Compliance
Advisory
Services

Human
Resource
Development

HR CYCLE





fusionHR's Recruitment Services (1)



- Internet Job Board (www.fusionposts.com)
- Internal jobseeker database (resumes)
- Standard search process (domestic/regional)
- Executive search process (domestic/regional)
- Networking & personal contacts
- Job fairs
- Exclusive newspaper advertisements
- Vacancy advertisement design and management
- Candidate profiling/preliminary mini-interviews



fusionHR Recruitment Services (2)





fusionHR's Recruitment - "Search"



- Formal job description and compensation data required;
- Basic 'fine tuning' of job description through communication with the client;
- Advertise job vacancy on job board for 7 calendar days;
- E-mail alert notification of job posting sent to all Jobseekers;
- Coordinate receipt of applications from Jobseekers;
- Manage candidate applications;
- Develop Viable Candidate Summary based on factual information provided in resumes;
- Send out regret notice to unsuccessful applicants with the consultation and approval of Client.



Recruitment Issues and Trends in Belize



- Newspaper advertisements and referrals are the two most frequently used recruitment methods in Belize
- Most larger employer organizations in Belize rate their recruitment approach as effective
- Employer organizations in Belize often consider recruitment and selection as an “unbroken continuum” of activities
- Interviews are often used to select and recruit simultaneously

*Source: Finnetty, S. (2012) Reviewing Decision-Making on Selection Approaches Among Large Employer Organizations: Case Studies From Belize. MBA Thesis. University of Leicester, pp. 113.



fusionHR's Selection Services



Shortlisting

Preliminary Interviews

Informal Interviews
(recruitment oriented)

Structured Interviews

Reference Checks

Background Checks

Occupational Assessments
(psychometric assessments and cognitive tests)

Bio-data Inventorying



fusionHR's Selection Offering



- Development of an important shortlist of the best “job-fit” candidates (3-6) is generated;
- Conduction of reference and background checks;
- Preliminary interviews are usually scheduled for less than 20 minutes to obtain initial candidate insight;
- Manage structured/primary interviews (scheduling interviews, developing interview questions and participating on the interview panel);
- Administer appropriate occupational assessments on the leading candidate;
- Develop Hiring Report consolidating all selection phases and provide hiring recommendation;
- Send out notification/rejection letters to unsuccessful applicants/candidates.



Selection Issues and Trends in Belize



- Employment interview is the “anchor” selection method in Belize
- Interviewing is largely part informal and part structured - structured interviewing not fully understood and embraced
- Strong anecdotal evidence of improved level of coordination and organization of interview phase
- Interview phase sometimes integrates internally developed skills testing components
- Low awareness levels of construct based tools

*Source: Finnetty, S. (2012) Reviewing Decision-Making on Selection Approaches Among Large Employer Organizations: Case Studies From Belize. MBA Thesis. University of Leicester, pp. 113.



Overall Hiring Issues in Belize (1)



- Lack of HRM knowledge and technical understanding of tools and techniques
- Lack of value assigned to understanding and doing job analysis
- Misalignment of work architecture and total rewards/compensation frameworks
- Predominance of socially driven recruitment and selection methods

Overall Hiring Issues in Belize (2)



- Hiring costs are a critical issue but not prohibitive if using scientifically based tools and processes provides clear return on investment
- Characteristics of the job position and organizational leadership influence selection methods



Discussion and Questions

