Recruitment and Selection

Name

Institution Affiliation

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An essential part of human resource management is the recruitment and selection process. This is responsible for the addition of employees that will have a bearing on the success of the organization. The FBI (Federal Bureau of Investigation) has a special recruitment and selection process that comprises various strict rules and assessments.

FBI's Current State of Labor

There has been a lot of activity in the FBI's extensive building which is close to the country's capital, and this has been an indication that the former President Obama's contention regarding executing actions that are directed towards decreasing gun violence is justifiable. 230 examiners were added to the bureau's National Instant Criminal Background Check System (NICS) operation while 200 agents have been added to the Bureau of Alcohol Tobacco Firearms which is responsible for gun enforcement (Johnson, 2016).

Most authorities agreed that the new roles were substantially required to reinforce the critically tensed NICS system and ensured readiness for a heavier workload as a result of the core provision of the government's executive actions (Johnson, 2016). The order would need a growing number of licensing for private arms dealers, putting their clients to inspection under the federal background check system.

Recruiting Policies and Methods

The recruitment of FBI Special Agents incorporates the following procedures:

1. Adhering to the organization's strict behavior standards while on and off duty
2. Being available 24/7 including holidays and weekends
3. Qualifying with a firearm four times annually
4. The willingness to apply deadly force in close physical contact

5. Physical fitness to tolerate Quantico training and efficiently reacting to life-threatening situations
6. Passing a medical assessment

The recruitment method of the FBI includes a sequential process that comprises of Application/Screening, Phase I tests, Meet/Greet, Conditional Offer, Phase II tests, Physical Fitness Test, Conditional Offer, Background Investigation, Basic Field Training Course, and ultimately First Assignment.

Talent Acquisition Processes

In acquiring necessary talent, the FBI understands the importance of ensuring the inclusion of minorities and women. Different experts believe that this was an essential change because the conventional values did not seem to work. These values asserted that women are incapable of tackling the requirements of a role at the FBI. This demonstrated that bias could have an impact on the organization's recruitment efforts. Also, this unconscious bias prevented women from assuming roles as they had started to accept that men are better leaders (Taylor, 2017).

The FBI has ensured a diversity of talent, and this has been possible because its leadership is accountable and actively reinforces inclusion projects such as the employee resource groups (Taylor, 2017). The organization's leadership also mainly supports minority candidates and women via mentorships.

Selection Process

Testing

Recruits are taken through a computerized assessment in a monitored environment. The test comprises multiple choice segments that evaluate: situational judgment, logical reasoning,

and bio data inventory (Federal Bureau of Investigation, 2017). These tests measure the capabilities of potential Special Agents.

Background Checks

The background assessment incorporates a workforce security interview, polygraph test, and medical assessment (Federal Bureau of Investigation, 2017). After this, the recruit is subjected to arrest checks, associate interviews, references, previous employment, and confirmation of educational achievements.

Drug Screening

A recruit is subjected to FBI Employment Drug Policy and is disqualified if there is a falsification of their drug history about their application.

Interviews

The recruits are then scheduled for a Meet and Greet where an Applicant Coordinator evaluates their online applications and personally assesses their competencies.

Elements that Contribute to its Image as an Employer and how they affect the Ability to Attract and Retain Talent

One of the elements of the FBI that has resulted in its image as an employer is its employee communication strategies. The FBI scores the highest when it comes to employee communication approaches. The organization has an enhanced communication model that focuses on open channels and leader visits to field offices to involve staff (Cordell, 2016).

The FBI can retain and attract talent due to its communication model. The organization can realize the association between employee engagement and achievement of objectives. This leads to a feeling of inclusion by the employees and this results to improved contentment with different roles (Cordell, 2016).

All in all, the FBI ensures that those who work for the organization are individuals that can add value to the organization. The agencies stringent assessment procedures eliminate persons that have questionable backgrounds and integrities. This results in a workforce that is prepared to tackle the various cases the organization handles.

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