Explore Recruitment Methods: Report Out Assignment

Description

The Netflix Culture Card Deck Option: Gather the following background information on Netflix for your report out.  This information is most likely available through the Netflix website. Industry type History of its origin Job types available Number of employees Workforce composition Organizational structure Access and review the Netflix Culture Card Deck for the following information.  Locate the Netflix Culture Deck using the Internet.  Use the archived version of the card deck instead of the Netflix website version. Discuss the following questions. What factors might be influential in whether Netflix recruits for a position from internal employees or from the external labor market? What is Netflix’s philosophy on internal recruitment?  Does Netflix have a formal internal lateral transfer plan?  If yes:  provide an overview of the plan, or what the plan “looks like.”  If no: what considerations might be influential in Netflix’s decision to not offer an internal lateral transfer plan? Does the organization have an internal succession planning (or vertical promotion) plan?  If yes:  provide an overview of the plan, or what the plan “looks like.”  If no: what considerations might be influential in Netflix’s decision to not offer an internal lateral transfer plan? How might the Netflix Culture Card Deck be used as a Person/Job match recruitment tool?  How might the Netflix Culture Card Deck be used as a Person/Organization match recruitment tool? What type of interested employee candidate might the Netflix Culture Card Deck attract? What might some characteristics of the interested employee candidate? Are you attracted to the Netflix Culture Card Deck as a recruitment tool? Would you be interested in applying for a position with Netflix? What might be two primary legal issues Netflix would be most likely to face?  (Discuss this in consideration of Assignment 1, Week 1 of this course.) For the Report-Out Assignment, be sure to address the following: Describe Netflix’s organizational history and characteristics using the background information. Respond to each of the questions above based on your findings from the Netflix Culture Card Deck and this week’s readings. Use each question as a section heading. Identify lessons that might be personally meaningful to you. Note: This introspective piece might address considerations toward your person/job characteristics, your person/organization match characteristics, current position, hoped for position, recruitment techniques that are likely to attract you, or other personal, professional considerations.  Length:  5  pages References:  References, other than the required readings, are not required.  Your paper should demonstrate thoughtful consideration of the ideas and concepts presented in the course and provide new thoughts and insights relating directly to this topic. Your response should reflect scholarly writing and current APA standards

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