



Case Study for Student Analysis: Carl Robins

My consulting company has been hired by ABC, Inc. to evaluate some problems involving management. Once the analysis is complete it will identify and recommend ways to improve the hiring process of ABC, Inc. During the recent hiring process several problems became apparent. Once my company gathered information from ABC, Inc. it was concluded that lack of planning skills and time management on behalf of the newly hired campus recruiter, Carl Robins resulted in not being able to hold the orientation at a specified time. My consulting company suggested that in order to reduce or eradicate the problems identified in this case, ABC, Inc. should provide everyone with a detailed outline of the hiring process and what the hiring process encompasses.

Background

Carl Robins is a new campus recruiter for ABC, Inc. Carl has six months on the job and has successfully recruited 15 trainees in early April. Carl has scheduled his first new hire orientation for June and hopes to have the employees working by July. On May 15 Carl was contacted by Monica Carrolls, the Operations Supervisor, about issues regarding the orientation. She wanted to make sure that the drug screening, schedule, manuals, physicals and host of other issues. Carl assured Monica that everything would be done but he procrastinated until the day after Memorial Day to get things for the orientation done. Carl had almost two weeks left until orientation and key things were not completed. Carl had not prepared the manuals and the training room had been booked until next month. Since Carl has procrastinated all of his efforts to conduct an employee orientation will encounter some unanticipated delays.

Key Problems

Once the dynamics of the case were reviewed we noticed several key problems that caused many of the key problems.

Monica who is the Operations Supervisor should have made sure Carl was doing everything that needed to be done. Carl should not have procrastinated so much since he was a newly hired campus recruiter and started preparing for the orientation much earlier. Since communication, time management and planning skills were all lacking; procrastination has caused an unexpected delay for the orientation.

Alternatives

With this case there are two main causes that caused the main problem that the company is faced with. The first thing that must be done is to postpone the orientation. The next thing that must be done is to have Monica Carroll work more closely with Carl Robins. In having these two work more closely together Carl can learn the proper way to get the task at hand completed properly. The company should have training and supervision required for all newly hired personnel. When Monica was dealing with Carl she should have given specific and structured tasks like schedules and deadlines for Carl to complete. With this being done Carl would know the right way to complete the tasks for conducting an employee orientation.

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Theodore Presser



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