

I don't require a cover paper but it would help if your name is somewhere on the assignment!

Taylor and Giannantonio's article researched various facets? of the adaptation, recruitment, and termination process at the individual and organizational level. The research conducted gave the reader an opportunity to take the three topics piece by piece to analyze. The article gave the effective and ineffective measures that were captured by researchers concluding the article with a summation of certain areas that provided helpful information along with topics that still needed further research. Good.

Working in various levels of the professional arena I have always had an idea of how the various dynamics within an organization in conjunction with my perception of the agency coincide. Reading the article by Taylor and Giannantonio further validates my observations and experiences in these areas. I have been to interviews where I could tell that my personality and or appearance did not blend in with the established climate. Other times I have declined positions with potential employers because the practiced Organizational Typology and/or the employer's enthusiasm did not provide what I felt would be an advantageous work environment. Excellent application.

The diversity aspects mentioned in this article reminded me of recruitment practices of certain organizations and the ease and exclusion that can occur intentionally and unintentionally as a result of the places and manner in which recruitment take place. I found the lack of research regarding the employment retention of blacks and women in the work place an interesting topic that I hope will be further pursued by future researchers. Good.

My practicum is at Crittenton Children's Center (Crittenton). Crittenton's Organizational Typology is Club. The Club structure is because the hospital and residential aspects of the

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organization require a high level of skill and consistency due to the client population that are served in both the residential and hospital units. When talking to Crittenton's recruitment specialist I was informed that the primary way job postings are listed through the Internet. In some instances the internet has an unintended consequence of eliminating individuals, with no access to a computer, from applying for certain jobs. Good.

When reviewing Crittenton's job descriptions with the Clinical Director I initially felt that the descriptions were too detailed giving information on various levels of the work performance an employee must fulfill. However, in many cases that is not true. The information available in the job descriptions I viewed covered realistic amount of information yet a whole day's work. The balance in this type of job description is more greatly appreciated by perspective employees (Meyer, Bobocel and Allen, 1991). Good. Where are your references?

Currently there are six interns at Crittenton and **I have not heard but one express** how could you say this to make it more clear? consideration of the possibility of employment there after graduation. Many times there are discussions of how a majority of the staff have a poor sense of camaraderie and trustworthiness (Meglino, DeNisi, Youngblood, and Williams, 1988).

Though not employees, each? intern is in an "unofficial" recruiting stage. Observations of staff, potential supervisors and coworker's work ethic are being closely scrtunized on a daily basis through the eyes of these interns. Good.

Image theory is another aspect of future and current options that are taking place in the minds of these individual. Therefore the morals and goals of many of the interns outweigh the profitability offered in this job placement.

Crittenton takes many proactive steps to reduce/eliminate the need for termination because numerous salaries of Crittenton's staff are paid by grants. With the annual deadlines for

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many of these grants Crittenton strives to ensure that every measure is taken to guarantee monetary reward and job retention. Steps are taken to reduce the budget before eliminating positions. When reducing the internal budget Crittenton has meetings with the staff to what areas the cuts would be most beneficial. In both of these areas the staff that are directly and indirectly affected by the changes are involved. This provides for a more cohesive work environment and increases the productivity of services rendered by those staff members which is a strength noted by Kozlowski (year?). Good

Taylor and Giannantonio researched a great amount of information regarding the study of how agencies and individuals interact to make a productive team. The research found supports many of the observations that I have noted while in the professional arena. My experience at Crittenton also correlates with many of the points and information stated in the research. When looking in retrospect at organizations that continually downsize due to financial greed or individuals that quit jobs because the agency and individual views were not a match, I realize the importance of being adequately prepared for job searches and management in those jobs. If I am not prepared to assess the needs of the individuals I will be recruiting and working with in a professional setting then I am setting myself and my organization up for failure. Good

conclusion

Reference page?

Student 4 You did a good job with this reflection paper. You made some good points and seemed to apply the article well to your field placement. My biggest concerns are your grammar

including spelling and punctuation, as well as a lack of reference page. Otherwise, you did a
good job! Grade = 93