### Directions:

### Provide answers to the questions on choosing entrants into a management training program for the Cumberton store. Complete the task and upload in Moodle.

### Scenario:Choosing Entrants into a Management Training Program

Cumberton, a convenience store chain headquartered in Fayetteville, North Carolina, has developed an assessment program to promote nonexempt employees into its management training program. The minimum entrance requirements from the program are five years of company experience, college degree, and a minimum acceptable job performance rating of 3 or higher on a 1 – 5-point scale. Anyone interested in applying for the management program can enroll in the half-day assessment program, where the following assessments are made:

1. Cognitive ability test
2. Integrity test
3. Signed permission for background test
4. A 30-minute interview by various members of the management team
5. Drug testing

At the Charlotte store, 11 employees have applied for openings in the management training program. The selection information on the candidates is provided in the table below. A scoring key is also provided at the bottom of the table. Three slots in the program are available for qualified candidates from the Charlotte location. Given this information and what you know about external and internal selection, and staffing decision making, answer the following questions.

1. How would you go about deciding whom to select for the openings? In other words, without providing your decisions for the individual candidates, describe how you would weigh the various selection information to reach a decision.
2. Using the decision-making process from the previous question, which three applicants would you select for the training program? Explain your decision.

Predictor Scores for 11 Applicants to Management Training Program

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Name** | **Company Experience** | **College Degree** | **Performance Rating** | **Cognitive Ability Test** | **Integrity Test** | **Background Test** | **Interview Rating** | **Drug Test** |
| Radhu | 4 | Yes | 4 | 9 | 6 | OK | 6 | P |
| Merv | 12 | Yes | 3 | 3 | 6 | Ok | 8 | P |
| Marianne | 9 | Yes | 4 | 8 | 5 | Arrest 1995 | 4 | P |
| Helmut | 5 | Yes | 4 | 5 | 5 | OK | 4 | P |
| Siobhan | 14 | Yes | 5 | 7 | 8 | OK | 8 | P |
| Galina | 7 | No | 3 | 3 | 4 | OK | 6 | P |
| Raul | 6 | Yes | 4 | 7 | 8 | OK | 2 | P |
| Frank | 9 | Yes | 5 | 2 | 5 | OK | 7 | P |
| Osvaldo | 10 | Yes | 4 | 10 | 9 | Ok | 3 | P |
| Byron | 18 | Yes | 3 | 3 | 7 | Ok | 6 | P |
| Aletha | 11 | Yes | 4 | 7 | 6 | OK | 5 | P |
| *Scale* | *Years* | *Yes - No* | *1 - 5* | *1 - 10* | *1 - 10* | *Ok – Other* | *1 – 10* | *P - F* |