Human Resource Management

 Job seeking is also called job searching and in the process of looking for employment. Job seeking is due to unemployment, discontent in the current workplace, underemployment, or a desire to occupy a more desirable job position. Many websites have identified ways in the job seeking and preparations to get a job and therefore venturing into the business by creating a network between employers and employees. A recent study found that approximately 50% of jobs or more are gotten through networking (Granovetter and Mark 10). The internet has various websites serving as intermediaries between job seekers and employers, and some go-ahead to prepare job seekers on how to make resumes and cover letters that will attract the attention of their potential employers and possibly get a job.

The website, under review by this article, is called "the job shop." The website is a one-stop-shop for all range of career services. The website offers useful resources for practicing human resource professionals such as finding job opportunities on behalf of its clients, offering free cover letter and resume workshops to its clients, offering career consultations, offering career events and workshops, and teaching its clients more on job-ready programs like industry mentoring and future edge. Human resource practices are essential for the institution's competitiveness regardless of the services it offers. The website's services prepare its clients, especially students, to get noticed by their dream company, search for the right jobs, customize their cover letters and resumes, seek jobs from already hiring companies, and prepare for job interviews. The primary aim of the website is to offer job and career and job advice to students. The preparation prepares the students to be easily recognized and notice by their dream companies. With the current crowding in the job market, a person needs to stand out among the rest and be easily recognizable (Smith et al. 56). A person must convince the hiring manager they are the right personnel to get a given job by their level of understanding of a given organization's or company's operations. The website offers career and job advice to students depending on their line of interest, and the preparation helps them understand their dream companies better. The website also helps the students in their quest to search and to get the right jobs. In their career consultation platform, which is done online or accessible via email or phone call, the students are advised on the right jobs they are best suited depending on their course specialization. The students are advised accordingly by human resource experts who are employed to guide them through the platform. For example, the experts will advise statistics students whether to venture on data analysis or to data administration, which are both fields in statistics. An expert can identify the strength and help them search for the right jobs they will perform with minimum pressure. The website also is essential for customizing student's resumes and cover letters. The website has a platform for offering free cover letters and resumes.

A cover letter helps a job seeker to target a given job in a particular way. A cover letter is made to summarize one's ability in a given job through their expertise and experience. The resume is essential in marketing one's skills, education, qualities, and work experience (Osbor and Debra 37). Resumes are used to convince employers on job seeker's ability for the applied job if given a chance. Resumes are one of the most significant determinants of the probability of a person getting a job. Resumes provide an account of everything about a person. Resumes give even the personal details of a person, and the website provides such professional services for free to the students who access them.

The website is also beneficial in offering career consultations in its segment called career consultations. A student can consult on their best-suited career depending on their course of the specialization. The team of human resource experts can direct the students on the best career they can venture into. A given study found that most people are not aware of their careers until they are in the twenties or even older. Career consultation is essential, and it takes away any doubts about which career a given person can do well in. The segment sorts many students who find themselves in that kind of confusion. They can focus on the career identified to be suitable for them depending on their abilities and professional field of study. Seeking a job randomly with no hint of any company offering employment opportunities can be so tiresome, and a person may never secure a single job (Zacher et al. 360). The website helps the students to find job opportunities in one of its segments. That is one of its main selling points. Every person wants to be attached to something with such value to them, and the website has proved to be very useful in that. Preparation for a job interview is one essential thing, and a person might end up losing a particular job due to their unpreparedness. The website seals that loophole through one of its segments, where its experts administer career events and workshops. These activities and events offer one-on-one interaction between human resource experts and potential job seekers who are students. The kind preparation helps them stand out during interviews and end up winning the employers' hearts.

Some improvements are essential on the website to achieve the most sustainable and useful human resource practice status. From a human resource perspective, there are two essential improvements: preparing students to form a network within themselves and preparing them to make sure even the companies can find them during the hiring process. Formation of an internal network is essential and can be achieved through social media networking and other job searching engines such as LinkedIn (Bridgstock and Ruth 150). The website should contain a link that directs students in particular social media groups where jobs are posted, and anyone can tap into opportunities depending on their qualifications. Anyone can help job hunting because a person will come across a job they are not qualified for and repost it to reach those who qualify for it. The website should place the students in a way that even companies can find them. The website should do a job seeking a two-way process whereby both employers and employees flock in to find their match (Clevenger et al. 30). The process can be achieved by having a segment where students upload their resumes, and employers can peruse through and find potential employers depending on the job description they hold. The two improvements will make job seeking and job hiring be as simple as clicking a button and finding a perfect match.

The website has several segments that are helpful as both job applicants and or receivers of job applications. For job applicants, the segment on the website that offers free resumes and covers letters is essential. Not so many people can design acceptable cover letters and combine their resumes well. These are the vital elements that every employer looks at, and the services save many job applicants so much in the job-hunting quest. The segment of helping to find job opportunities is also very essential for job applicants. Having qualifications without a network is so draining, and a person might not secure any job. The website fills in the gap to find jobs for the students, and job-seeking becomes easy because of its network. The website might be of less importance to the receiver of job applications, but a receiver can get insights into the career workshops and events and identify a gap in the job market.

Additional resources are essential in the website to help the RMIT students in their career path. As indicated earlier, the website should implement and introduce platforms for networking and for employers to find the skills they require in their firms from the students. Through the two developments, the website will be entirely a one-stop-shop for job opportunities and professional skills. The website will help both the students and the employers, and they will not need to struggle while finding jobs or employees.

RMIT's job and career advice is an incredible platform for the students and the future of the student's career life. In 2017, approximately 174.1 million people were unemployed. The estimated number of unemployed people stands at 174.3 million (Kühn and Stefan 20). The number can only increase if the world continues to be unprepared to fight the problem. This website is the right avenue to combat the increasing unemployment levels, especially among young people who lack the necessary job-seeking skills. The website provides an excellent example of what many institutions should be thinking of instead of releasing thousands of graduates every year in the job market. Yet, they offer no assistance in the job-seeking process. The problem has left many graduates in the dark because of a lack of resources and professional assistance. The website also prepares students to understand their career path, which boosts their competency and professional line competency. Generally, through critical research on this website, it is evident that the services offered are vital in the current world. Students finishing their degree and diploma studies require the services on the website for their development.

This assignment's task appears to be designed to perform research on how helpful the job and career advice services are to the students. It appears as a new strategy that has just been launched and a, therefore, requiring a market survey to determine its value and usefulness to the target beneficiaries. This task appears to also do an investigation of what needs to be improved on the website for it to effectively address the job and career problems faced by the students. The task collects recommendations that need to be improved on the website.

This website is a perfect one-stop-shop for jobs and career opportunities, especially for students. Through the website, job seeking is made easy through training and other helpful services such as free customization of cover letters and resumes.

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