

ASSESSMENT ITEM 3: PRESENTATION - HR PORTFOLIO, SELECTION CRITERIA AND ROLE PLAY [25%]

Reference:

1. Adapted from Selection Decisions, pp 131-138 in Nkomo, S. M., Fottler, M. D., McAfee, R. B. (2008) Human Resource Management Applications: Cases, Exercises, Incidents, and Skill Builders, 6th Edition
2. Selection Criteria adapted from Practical Exercises: Graduate trainee selection at Yarra Bank, pp 269–271 in Stone, R. J. (2010) Managing Human Resources, 3rd Edition

Aim: Develop a list of key selection criteria for an upcoming vacancy and to role play the job interview.

Due: Week 10, Electronic Submission by **11.59pm on Friday 27/5/2022**

Learning Objectives

- To help you develop skills in developing selection criteria and evaluation measures
- To make you aware of the complex criteria often used to select candidates
- To help you develop skills in planning and implementing semi-structured interviews
- To give you practice in preparing for the selection interview

Instructions

1. Choose **ONE** of the Job Descriptions you and your group members developed in Assessment Item Two.
2. Develop a list of key selection criteria for an upcoming vacancy in this position in terms of experience, qualifications, skills/abilities, personal qualities and special requirements.
3. Outline how you would evaluate the candidates on each criterion.
4. Develop a list of interview questions and answers that you would use to validate the claims of an applicant for the position.
5. **Record your 10-minute role play** – allocate each group member a position on either the interview panel or as the candidate. All group members should contribute to the role play e.g. it should not be left up to the person who is role playing the candidate to come up with all the answers in the interview – they are just presenting the answers – this is a group presentation and marks are allocated accordingly to the whole group.

Upco Intermediate Level Science Answer Key

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UPCO's Intermediate Level Science Peggy Lomaga, Amy Schneider, 2009-01-01 **Seawater Intrusion in Coastal Aquifers** Jacob Bear, A. Cheng, S. Sorek, D. Ouazar, I. Herrera, 2013-03-09 Coastal aquifers serve as major sources for freshwater supply in many countries around the world especially in arid and semi arid zones Many coastal areas are also heavily urbanized a fact that makes the need for freshwater even more acute Coastal aquifers are highly sensitive to disturbances Inappropriate management of a coastal aquifer may lead to its destruction as a source for freshwater much earlier than other aquifers which are not connected to the sea The reason is the threat of seawater intrusion In many coastal aquifers intrusion of seawater has become one of the major constraints imposed on groundwater utilization As sea water intrusion progresses existing pumping wells especially those close to the coast become saline and have to be abandoned Also the area above the intruding seawater wedge is lost as a source of natural replenishment to the aquifer Despite the importance of this subject so far there does not exist a book that integrates our present knowledge of seawater intrusion its occurrences physical mechanism chemistry exploration by geo physical and geochemical techniques conceptual and mathematical modeling analytical and numerical solution methods engineering measures of combating seawater intrusion management strategies and experience learned from case studies By presenting this fairly comprehensive volume on the state of the art of knowledge and experience on saltwater intrusion we hoped to transfer this body of knowledge to the geologists hydrologists hydraulic engineers water resources planners managers and governmental policy makers who are engaged in the sustainable development of coastal fresh ground water resources [Groundwater around the World](#) Jean Margat, Jac van der Gun, 2013-03-19 This book presents a unique and up to date summary of what is known about groundwater on our planet from a global perspective and in terms of area specific factual information Unlike most textbooks on groundwater it does not deal with theoretical principles but rather with the overall picture that emerges as a result of countless observations *Concepts of Biology* Samantha Fowler, Rebecca Roush, James Wise, 2023-05-12 Black white print *Concepts of Biology* is designed for the typical introductory biology course for nonmajors covering standard scope and sequence requirements The text includes interesting applications and conveys the major themes of biology with content that is meaningful and easy to understand The book is designed to demonstrate biology concepts and to promote scientific literacy *UPCO's Physical Setting - EARTH SCIENCE* Robert B. Sigda, 2010-09 *Earth Science Review Book* is user friendly for both the teacher and the student Since the content is aligned with the New York State Core Curriculum for Physical Setting Earth Science a teacher can feel confident that all the required topics are sufficiently developed The suggested outline of units moves from the concrete material to the more abstract subjects such as meteorology and astronomy Throughout the book there is ample opportunity for review of basic skills and ways to tie in the various units For example

isolines are discussed early in the year and then revisited later in the weather topics The student has the opportunity to use the book as both a reference and a workbook The extensive number of constructed response items as well as multiple choice questions found interspersed within the topics give ample practice The multiple Regents Exams found at the back of the book can be used both at the end of the course for review and whenever appropriate throughout the year **TIP 35: Enhancing**

Motivation for Change in Substance Use Disorder Treatment (Updated 2019) U.S. Department of Health and Human Services,2019-11-19 Motivation is key to substance use behavior change Counselors can support clients movement toward positive changes in their substance use by identifying and enhancing motivation that already exists Motivational approaches are based on the principles of person centered counseling Counselors use of empathy not authority and power is key to enhancing clients motivation to change Clients are experts in their own recovery from SUDs Counselors should engage them in collaborative partnerships Ambivalence about change is normal Resistance to change is an expression of ambivalence about change not a client trait or characteristic Confrontational approaches increase client resistance and discord in the counseling relationship Motivational approaches explore ambivalence in a nonjudgmental and compassionate way **Saline**

Groundwater - Surface Water Interaction in Coastal Lowlands J.R. Delsman,2015-05-07 Coastal zones are among the world s most densely populated and economically important areas but these factors put pressure on the often limited available freshwater resources Global change will undoubtedly increase this pressure through the combined effects of increased population economic development rising sea levels increased evapotranspiration over extraction and the salinization of coastal aquifers decreasing river discharges and accelerating land subsidence Saline groundwater exfiltration is a common problem in the coastal zone of the Netherlands but the hydrological processes and physiographic factors that affect this are not fully understood The research presented in this book aims to identify the processes and physiographic factors controlling the spatial variability and temporal dynamics of the exfiltration of saline groundwater to surface water and hence the contribution of saline groundwater to surface water salinity Topics covered include a paleo hydrogeological model simulation of the Holocene evolution of groundwater salinity as a result of paleo geographic changes surface water salinity dynamics in a densely drained lowland catchment hydrograph separation in an agricultural catchment observations of heads flow solute concentration and temperature to constrain a detailed variable density groundwater flow and transport model and a model to simulate the salinity dynamics of exfiltrating groundwater to support operational water management of freshwater resources in coastal lowlands The book further outlines the implications of these findings for freshwater management in the Netherlands The book demonstrates that the salinity of groundwater exfiltrating in polders in the Netherlands and hence surface water salinity varies on a wide range of spatial and temporal scales **Expert Spring MVC and Web Flow** Colin Yates,Seth Ladd,Steven Devijver,Darren Davison,2006-11-21 1st and only book to market on the open source Spring MVC and Web Flows positioned to become the new Struts Will be the only authoritative solution by the Spring

MVC and Spring Web Flows project leads themselves Two markets for this book 1 Ex patriots from the Struts world who have developed numerous web applications but are looking for more and willing to take the initiative to experiment with new solutions and 2 early adopter web developers into Web Flow which has created a lot of buzz and will generate interest around this book as well as Spring MVC

Modes of Migration Regulation and Control in Europe Jeroen

Doomernik, Michael Jandl, 2008 In Europe immigration is a politically potent issue especially when it comes to the treatment of asylum seekers and illegal labor immigrants This volume draws the reader into the complex and contradictory world of migration regulation and control covering the wide range of different policy approaches that aim to control the entry and residence of non EU citizens Revealing the common framework tendencies and policy convergences brought about less by design than a common concern about migration s impact on the future of the EU Modes of Migration Regulation and Control in Europe questions the effectiveness of additional efforts in terms of their fiscal and societal costs This important book emphasizes that European countries individually and collectively are converging in their efforts to manage migration Philip Martin University of California Davis

Earth Science Thomas McGuire, 2004-06-01 An introduction to the study of earth science Suitable for grades 8 12 this book helps students understand the fundamental concepts of earth science and become familiar with the Earth Science Reference Tables

Qualitative Freedom - Autonomy in Cosmopolitan Responsibility

Claus Dierksmeier, 2019-01-18 In the light of growing political and religious fundamentalism this open access book defends the idea of freedom as paramount for the attempt to find common ethical ground in the age of globality The book sets out to examine as yet unexhausted ways to boost the resilience of the principle of liberalism Critically reviewing the last 200 years of the philosophy of freedom it revises the principle of liberty in order to revive it It discusses many different aspects that fall under its three main topics the metaphysics of freedom quantitative freedom and qualitative freedom Open societies worldwide have come under increasing pressure in the last decades The belief that politics and markets fare best when guided by the principle of liberty presently faces multiple challenges such as terrorism climate warming inequality populism and financial crises In the view of its critics the idea of freedom no longer offers adequate guidance to meet these challenges and should be partially corrected or even entirely replaced by countervailing values Against the reduction of freedom to the merely quantitative question as to how much liberties individuals call their own this book draws attention to the qualitative concerns which and whose opportunities society should foster It argues that correctly understood the idea of liberty commits us to defend as well as advance the freedom of each and every world citizen

The Historical Geography of Asia Minor

Sir William Mitchell Ramsay, 1890 Groundwater Problems in Coastal Areas Emilio Custodio, G. A.

Bruggeman, International Hydrological Programme, 1987 The Maintenance Management Framework Adolfo Crespo

Márquez, 2007-06-10 The Maintenance Management Framework describes and reviews the concept process and framework of modern maintenance management of complex systems concentrating specifically on modern modelling tools deterministic

and empirical for maintenance planning and scheduling It will be bought by engineers and professionals involved in maintenance management maintenance engineering operations management quality etc as well as graduate students and researchers in this field Global Turkey in Europe III Senem Aydin-Düzgit et al.,2015-06-16 Global Turkey in Europe s third volume sheds light on four key areas in EU Turkey relations foreign relations democracy the Kurdish question and economic and trade issues Building on its two preceding collective volumes Global Turkey in Europe III intends to contribute to a comprehensive discussion on shaping a common Turkish European future with an eye to key domestic regional and global challenges and opportunities facing both the EU and Turkey Regulation of the Power Sector Ignacio J. Pérez-Arriaga,2014-02-26 Regulation of the Power Sector is a unified consistent and comprehensive treatment of the theories and practicalities of regulation in modern power supply systems The need for generation to occur at the time of use occasioned by the impracticality of large scale electricity storage coupled with constant and often unpredictable changes in demand make electricity supply systems large dynamic and complex and their regulation a daunting task Arranged in four parts this book addresses both traditional regulatory frameworks and also liberalized and re regulated environments First an introduction gives a full characterization of power supply including engineering economic and regulatory viewpoints The second part presents the fundamentals of regulation and the third looks at the regulation of particular components of the power sector in detail Advanced topics and subjects still open or subject to dispute form the content of Part IV In a sector where regulatory design is the key driver of both the industry efficiency and the returns on investment Regulation of the Power Sector is directed at regulators policy decision makers business managers and researchers It is a pragmatic text well tested by the authors quarter century of experience of power systems from around the world Power system professionals and students at all levels will derive much benefit from the authors wealth of blended theory and real world derived know how

Lakeland: Lakeland Community Heritage Project Inc.,2012-09-18 Lakeland the historical African American community of College Park was formed around 1890 on the doorstep of the Maryland Agricultural College now the University of Maryland in northern Prince George s County Located less than 10 miles from Washington D C the community began when the area was largely rural and overwhelmingly populated by European Americans Lakeland is one of several small African American communities along the U S Route 1 corridor between Washington D C and Laurel Maryland With Lakeland s central geographic location and easy access to train and trolley transportation it became a natural gathering place for African American social and recreational activities and it thrived until its self contained uniqueness was undermined by the federal government s urban renewal program and by societal change The story of Lakeland is the tale of a community that was established and flourished in a segregated society and developed its own institutions and traditions including the area s only high school for African Americans built in 1928 *Living Environment Core Curriculum Workbook* Charmian Foster,Bill

Docekal,2017-09 **Political Corruption and Organizational Crime** Elizangela Valarini,Markus Pohlmann,Subrata

Mitra,2021-10-01 Level of compliance one of the most important prerequisites of good governance varies widely across countries of the Global North and the less developed Global South Acts of non compliance such as electoral irregularities dubious deals between private and public sectors questionable role of the justice systems and financial scandals though they vary greatly across countries are an omnipresent reality of contemporary life This volume has brought together a number of case studies of such deviant behavior in political juridical and corporate fields from several countries of Asia Europe and South America within a common framework Instead of a moral approach based exclusively on the legality and illegality of the act the authors of these essays dissect non compliance analytically taking culture and context into account They argue that while criminal and corrupt dealings deserve to be exposed by all means from an ethical point of view seen from an interdisciplinary angle one needs to probe deeper into the dynamic that leads to such non compliance with the law in the first place **Long Term Evolution in Bullets** Chris Johnson,2012 Complete text is presented as bullet points content includes both introductory and advanced topics based upon release 8 of the 3GPP specifications P 4 of cover

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The Top Books of the Year Upco Intermediate Level Science Answer Key The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous engrossing novels enthralling the hearts of readers worldwide. Lets delve into the realm of top-selling books, exploring the engaging narratives that have enthralled audiences this year. The Must-Read : Colleen Hoover's "It Ends with Us" This heartfelt tale of love, loss, and resilience has captivated readers with its raw and emotional exploration of domestic abuse. Hoover skillfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can prevail. Uncover the Best : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This spellbinding historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids compelling storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Discover the Magic : Delia Owens "Where the Crawdads Sing" This mesmerizing coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens spins a tale of resilience, survival, and the transformative power of nature, captivating readers with its evocative prose and mesmerizing setting. These popular novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of engaging stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a brilliant and thrilling novel that will keep you wondering until the very end. The novel is a warning tale about the dangers of obsession and the power of evil.

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