Recapitulación

A continuación se presentan los aspectos principales que se discutieron en esta segunda Lección:

En el 2015 la población económicamente activa representó el 57.53% de la población. De acuerdo con el CONAPO (s.f.) para el 2030 esta cifra se incrementaria a 59.60%, lo que indica alrededor de 8, 320,956 de personas que requerirán una fuente de empleo; del 2013 al 2014 se generaron sólo "714 mil 526 empleos formales" (Fiores, 9 de enero de 2015, párs 1), donde de 40% fueron empleos eventuales. Lo anterior significa que se prevé que existirá una mayor demanda de empleo, con una oferta disminida de vacantes.

Ante la variedad de candidatos para un solo puesto, el proceso de selección de talento debe encaminarse a valorar que efectivamente determinada persona tiene el potencial para desempeñarse de manera efectiva dentro de un puesto específico.

En la guerra por el talento, el uso de internet y redes sociales contribuyen como una herramienta clave para lograr un acercamiento con candidatos potenciales, algunos de los cuales disponen de experiencia y competencias para cubrir una vacante, pero que en este momento no están en búsqueda de empleo o no consideran cambiarse (conocidos como candidatos pasivos).

Entre los retos de la selección de talento humano se encuentran:

Disponer de tiempo, calidad y cantidad del talento humano que podrá ser elegido para ocupar una vacante.

No saber identificar los costos inherentes que confleva el proceso.

El disponer de pruebas o instrumentos de selección que tengan validez y confiabilidad.

Condiciones para un proceso ético de selección:

- Proceso de selección objetivo: criterios específicos, métodos cuantitativos determinados, reglas claras sobre lo que se valorará.
- 2) Utilización de variables justas: contenido del trabajo, validez del criterio, validez del constructo.
- Proceso consistente: que asegure que todos los candidatos pasan por el mismo proceso y son valuados con los mismos criterios.
- Proceso fiable y válido: utilización de pruebas y herramientas que proporcionen resultados confiables y seguros.
- Proceso realizado por profesionales: la actualización constante del personal a cargo del proceso de selección es importante para garantizar su eficiencia.
- Proceso confidencial.
- 7) Proceso de decisión tomado entre varias personas.
- Proceso respetuoso y amable.
- Proceso con comunicación veraz, retroalimentación y posibilidad de rectificación.
- 10)Proceso legalmente justificable.

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Tao Wei

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