

Labor pins hopes on Congress wage measures

OPINION

Screening job candidates efficiently

We are hiring at least 300 workers for our projected expansion early next year. What would be the most efficient and effective approach to take in evaluating job candidates? — Long Shot.

Many of today's recruiters don't realize there are various approaches you can take in evaluating job applicants.

Such lack of awareness can be problematic in the long term, to the point of adversely affecting the organization's performance.

For one thing, there's no one-size-fits-all solution to hiring candidates. Much depends on the nature of the job and sensitivity of the position. If you're advertising for non-management jobs, the standard approach is to administer a standard intelligence quotient (IQ) test, which you can get for free from the internet, although the number of questions may be limited.

Sometimes, organizations rely on the recommendation of manpower agencies, which are not usually equipped with the right internal hiring talent and tools which must go through a certain special process. Many times, they bypass the process because they want their candidates to be accepted right away by their clients, who are in a rush to get people on board.

RIGHT APPROACH

So, what's the right approach? As I said, non-management applicants must pass the IQ test as a first step. If they pass the test, they can proceed to a series of interviews by a hiring clerk in human resources (HR), a ranking member of HR, and an official representing the requesting department, in that order.

By using the following process, you should have a better understanding of how to identify potential employees who could help you in your expansion:

First step: Screening interview. Assign your hiring clerk to perform an online interview. Normally, this takes only 30 minutes. This short-duration interview must test the veracity of the applicant's qualifications,

including educational attainment, employment history, and other basic requirements as identified by the requisitioning department.

When an applicant gives at least three "wrong" answers, the

HR clerk must disengage diplomatically. This is efficient as you can schedule at least 20 candidates in one day to determine which one among them has the basic qualifications to warrant an in-depth, face-to-face interview with a ranking HR official. This process should not be repeated by other interviewers.

Second step: Face-to-face interview. Those who pass the online screening process may proceed to be interviewed by an HR official. The questions asked are open-ended, situational, and pertinent to the job. If a job vacancy is for an accounting clerk, one question that may be asked is: What accounting standards and procedure that are difficult to perform? Why?

Further, when choosing the situational approach, HR must assess the candidates' answers based on certain standards like resourcefulness, conceptual ability, logic, and communication skills, among others.

Third step: Targeted interview. This is to be done by an official of the requesting department. In this case, the interviewer must define the key qualifications which are imperative for an applicant to perform the job successfully. The interview questions are

designed in advance and should be asked of all applicants.

To ensure the process is objective, whoever is tasked to conduct the interview must use a standard form that assigns weight or value to each question. The form must allow some flexibility to accommodate questions that will isolate the most interesting qualities of an applicant that cannot be found in his or her resume.

To do this, the following questions may be asked: If we talk to your former boss, what do you think the boss would say about you and your performance? What were your most significant accomplishments with the help of your boss? How would you describe your boss's management style?

BIAS FOR THE FUTURE

At times, the interviewers may be tempted to hire an applicant without completing the three-stage interview process. That happens when the requesting department finds someone who appears to be unique from other applicants, when in fact, they are not.

This is the halo effect, a type of bias which colors our positive and overall impression of a candidate while rejecting that person's major flaws. The challenge, therefore is how to manage a job vacancy that may become obsolete in the future due to various factors, like the advancement of technology.

The important consideration, therefore, is to screen candidates based on the future needs of the organization, including the possibility of performing certain jobs with fewer people on board.

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By Chloe Mari A. Hufana

LABOR GROUPS continued to push for a legislated wage hike following an order granting a P35 raise in the National Capital Region (NCR) minimum wage, arguing that a uniform national increase is needed to support workers across the country.

"A legislated wage hike is crucial because it ensures that wage adjustments cover all regions," Federation of Free Workers President and NAGKAISA Labor Coalition Chairman Jose G. Matula told *BusinessWorld* via Viber.

"This (wage board) increase is grossly insufficient, amounting to less than one-fourth or 23.3% of the proposed P150 recovery wage, and it is limited solely to Metro Manila. It fails to address the inadequacy of minimum wages in regions outside the NCR, where wages are below the poverty threshold," he added.

On Monday, the Regional Tripartite Wages and Productivity Board-NCR (RTWPB) approved a P35 wage order for workers in the capital region.

This brings non-agricultural workers' daily minimum wage to P645 from P610. For agriculture and service establishments with 15 workers or less, minimum daily wages will now be at P608 from P573.

Workers in manufacturing establishments regularly employing fewer than 10 will also receive a minimum daily wage of P608.

The wage order will take effect on July 17, a day after the anniversary of the last wage order in the capital.

Bukluran ng Manggagawang Pilipino President Renecio S. Espiritu told *BusinessWorld* via Messenger chat the wage order is a "joke," adding that his group will continue to press for a legislated wage hike.

"A national wage increase is needed because the prices of commodities in the provinces are the same, and the productivity of workers in the provinces is the same as well. Workers should be paid equally and must not be discriminated against just because they are from the provinces," he added.

Economic think tank IBON Foundation Executive Director Jose Enrique A. Africa said a legislated wage increase would not be inflationary.

"The P35 NCR minimum wage hike isn't even enough to make up for inflation since the recent peak real value of the minimum wage was reached in June 2016 at the close of the last Aquino administration. This would have needed a P45 hike but only P35 was given, meaning that the minimum wage has not even kept up with the last eight years of inflation," Mr. Africa told *BusinessWorld* via Viber.

Employers called the wage order a "relief" and "win-win" as it strikes a balance between the interests of workers and businesses.

In February, the Senate approved a P100 across-the-board minimum wage hike for workers in the private sector.

The House of Representatives has yet to pass counterpart legislation. Bills in the House for an across-the-board hike range from P100 to P750.

The regional board reviewed petitions ranging from P597 to P750 before it made its decision on June 27.

"I see an opportunity in this granting of even a meager wage increase. It emboldens workers in their advocacy for a legislated wage hike," Mr. Matula added. "(This also) highlights to Congress the weaknesses of the RTWPBs, providing more reason to legislate corrective measures."



THE 680-ROOM HOTEL101-MADRID, SPAIN NOW IN FULL SWING CONSTRUCTION WORKS AS SCHEDULED, FOLLOWING THE GROUND BREAKING LAST MARCH 2024

Overseas Hotel101 remarkably generated robust cash payments inflows from unit buyers, exceeding the company's expectations

DoubleDragon hits milestone of first ever in its history to have received cash payments in foreign currency of equivalent to over \$10 Million USD in form of foreign currency cash from many retail buyers collected in barely just a few months mainly in the second quarter this year 2024

Given the trajectory of overseas projects, DoubleDragon expects to capture over \$100 million USD (or about 5.8 Billion pesos) of contracted unit sales in the next 12 months

(Actual construction site photo of the 680-room Hotel101-Madrid Spain project)



July 3, 2024; Hotel101-Madrid, Spain now in full swing construction works as scheduled, following the ground breaking last March 2024.

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The construction of Hotel101-Madrid Spain is being constructed by Ferrovial Construcción. Ferrovial is one of the largest construction companies in Spain, and the ongoing construction of Hotel101-Madrid is scheduled to be completed by Q4 2025 next year.

Hotel101-Madrid is expected to open just in time for the start of the Madrid F1 Grand Prix, which happens to be located right beside the property.

The 680-room Hotel101-Madrid project set to become one of the top 5 largest hotels in Madrid, Spain, and is located in a 6,593 square-meter prime commercial property recently purchased by Hotel101 located along Avenida Fuerzas Armadas, Valdebebas, Madrid which is surrounded by major landmark buildings and is about 3 minutes walk to the Valdebebas Train Station, 4 minutes walk to IFEMA convention complex, 5 minutes walk to Real Madrid Sports Complex, and around 7 minutes to the new Madrid Barajas International Airport.

(See attached map of Hotel101-Madrid Spain)

