

UNACCEPTABLE RECRUITMENT AND SELECTION PROCESS

CANDIDATE SELECTION / EMPLOYEE RANKING FOR SOFTWARE TEST ENGINEER											FYI			
	Name	Position	Salary	Total Years in IT	Years Test Experience	Years Aviation or Avionics Experience	Test Automation Experience	DB Experience	Degree	Mgmt Experience	Status	M	F	Ethnicity
1	Ted	Senior	45.00								Contract	M		White
2	Con	Senior	87,999.96	17.25	17.25	0.00	High	Medium			Employee	M		White
3	Richard	Senior	80,000.00	20.00	15.00	5.00	Low	Medium			Employee	M		White
4	Doug	Senior	77,000.04								Employee	M		Black
5	Trey	Senior	75,000.00	19.00	19.00	8.00	Medium	High			Employee	M		White
6	Richard	Senior	83,000.00								Employee	M		White
7	Doug	Senior	50.00								Employee	M		White
8	Rosemary	Senior	79,000.00	31.00	12.00	2.00	Low	DBA			Employee		F	White
9	Mike	Supervisor	81,000.00	16.00	15.00	9.00	High	High			Employee	M		White
10	Cary	Senior	52.00								Contract	M		White
11	Julie	Senior									Employee		F	White
12	Terrance	Senior	75,123.84	13.00	9.00	1.00	Medium				Employee	M		White
13	Debbie	Senior	77,302.08				None	Medium			Employee		F	White
14	Danielle	Senior									Employee		F	White
15	Denise	Senior	75,000.00				None	Low			Employee		F	White
16	Jared	Mid	65.00								Contract	M		White
17	Kim	Mid	78,000.00	7.25	7.25		Medium	Medium		Yes	Employee	M		White
18	Heidi	Mid	69,999.96	8.50	8.50	1.00			MBA	Yes	Employee		F	White
19	Susan	Mid	40.00								Employee		F	White
20	Jens	Mid									Employee	M		White
21	Natalia	Mid	68,000.04	5.75	5.75	0.50	Low	Medium	Masters	No	Employee		F	White
22	Bryan										Employee	M		White
23	Damon	Mid	68,000.04	7.50	5.00	0.50	Low	Low	BA	No	Employee	M		White
24	Shawn	Mid	40.00								Contract	M		White
25	Anita	Mid	40.00								Contract		F	White
26	Josh	Mid	68,000.04								Employee	M		White
27	Kim	Mid	70,000.00								Employee		F	White
28	Steve	Mid	91,632.24								Employee	M		White
29	Chris	Mid	70,000.00								Employee	M		White
30	Marilyn	Mid	70,000.00								Employee		F	White
31	Wilnot	Mid	78,426.00								Employee	M		White
32	Rob	Mid	71,225.52								Employee	M		White
33	Dianne	Mid	76,617.84								Employee		F	White
34	Ken	Mid	36,706.32								Employee	M		White
35	Karl	Senior	40.00								Contract	M		White
											TOTAL	23	12	

Problems?

1. None of the candidates/employees are being assessed against any of the specific job related "essential functions" for a Software Test Engineer. What proof does the hiring manager have that any of the employees/candidates can perform the work as required?
2. Ranking is based on experience, but what specific experience is being assessed? Experience doing what?
3. Non-employees (contract) are being assessed against employees who do not perform the same jobs, at the same level, or in the the same career series.
4. Incumbent in a FLSA-Exempt supervisory position, with management-based essential functions, is ranked against and subordinate to non-supervisory positions.
5. Less information is presented on the amount of experience of male employees, but fifty-nine percent (59%) of all female employees are ranked in the bottom-half of the analysis.