

PERSONNEL

In reality Personnel Staff are there to separate the wheat from the chaff, but in reality they end up hiring the chaff, some of the most effective CEO's have eliminated them from company payrolls or reduced their authority to mainly paper shufflers maintaining employee records – Sandy Weill former CEO of the Citigroup of companies did this and made managers directly responsible for the hiring, firing and employee inductions but having said that not all companies have cleared this waste of space and money so an introduction to Personnel staff.

If they don't know deep down most personnel staff know they are parasites, their only useful purpose is to comply with all the red tape imposed by government departments, regulations and laws.

Personnel staff can hurt you, they generally cannot help you, and if you have to deal with them they will be pretentious, meddling, insolent arseholes. The only person they will ever have anything over is you the applicant generally a lower level future or current employee and the only thing they can really do is not hire you, they cannot fire that is the bosses roll which is why they are called the boss.

WHO THEY ARE

CLOWN 1 – A young man in a trendy expensive suit thinks and pretends his an executive wears shoes that will be out of fashion quickly possibly even suspenders and wire rimmed glasses. This guy is formal, a stiff and too conceited to realise he looks like a little boy playing a businessman.

CLOWN 2 – A young woman under the age of thirty again dresses to the max but unlike the little boy playing businessman this chick is a straight out bitch thinks she's good at people management and a problem solver. She will cause more problems than she will ever fix but took the personnel job because she knew her skills and brains, would never get her any further than low level employee so this is her only chance at any power and authority.

CLOWN 3 – Fat divorcee who hates the sight of any slim trim young woman because her husband ran off with his slim trim secretary. They remind her that she is over the hill and heading down hill fast, she is abrupt, cold and rude.

CLOWN 4 – An adult male again dresses like a real business man thinks he has a chance with all the hot young chicks that he interviews, generally talks down to all male or female applicants and is most likely a mummy's boy.

WHAT THEIR ROLL IS

Most lower level positions generally attract a lot of applicants in the form of return to workers, school graduates or those looking for a career change. The personnel staff then sifts through the applications, interview the best of them then recommend the best of them to the various department managers for final hiring approval.

Why doesn't it work? Simple most personnel employees haven't had a real job in the real world and most likely haven't been out in the real world of their own company.

So they have no idea of what type of person is suited to an accounts roll, call centre operator, shipping clerk etc, yet these wankers attempt to convince you they are important and powerful by making you wait and wait in the reception area, make false conversation on the way to the interview room as they try intimidate you by walking fast.

In the interview they ask a whole lot of crap questions that have nothing to do with the job you've applied for or your past employment history thinking that these questions are going to trip you up as a liar and prove that you are no good for the job.

When answering these questions answer them as best you can even if you are telling fibs, all personnel staff have a serious reality problem in that they expect all situations to end happily and that the world is peaches and cream – so give them an answer where the world you live in is a world of peaches and cream even if you have to lie rehearse the answers before you go to the interview in case they probe further.

SO WHY THE HEADHUNTERS?

All companies need competent and hard working employees for certain jobs and all good senior managers know that Personnel staff don't have the brains or the ability to be able to provide good staff for these positions, but at the same time the top boss wants to avoid any future fall out if he hires someone and they don't turn out any good, so they turn to Headhunting companies and justify it by paying big amounts of money we all know that if they are getting paid big bucks they must be doing the good job.

CHECKING YOUR PAST

Almost all applications these days have their past details checked if you are a new university graduate they are most likely to check with your university to confirm what you told them is correct. References from previous work there are two types of employers one that will only give employment dates and confirm that you were employed at that company and the other that will give you a full reference