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Pedigree Vs. Grit

Introduction

The “Pedigree vs. Grit” case focuses only on the principles of talent management and compares the importance of pedigree and grit. This analysis is particularly valuable to human resource departments that aim to select employees appropriately for a business or to establish functional teams or solve a corporate leadership challenge.

Understanding

The case poses a pivotal question: Should employers select people with Harvard MBA degree or somebody who has never given up and graduated from a C class university, tenacious, flexible and hard working? While pedigree provides distinctions that prove efficiency and good background, grit refers to an individual's tenacity in avoiding and overcoming obstacles, and continuing working hard.

Decision Making

This case stresses the need to ensure that the recruitment and selection practices fit the overall organisational objectives. When it comes to creativity and solving of problems, the insight can overshadow the background. On the other hand, pedigree may be a crucial factor when the employer is hiring employees to perform rather unique technical tasks.

Conclusion

The “Pedigree vs. Grit” case confronts most organizations with lessons concerning their historical patterns of evaluation. By implying the model that is founded on the reputation and the hardworking approach, it is possible for the companies to shape the diversification of performance- oriented teams that can successfully work in the intrinsically competitive conditions.

Resource

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