Talent-Management Advances Applied to Staffing Online Advisory Panels Purpose-built for Aid-engineering Projects

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Abstract

A three-stage applied human-resources management (HRM) project is now entering its third stage of data collection and analysis. The first stage, presented at IAMB's 2013 conference in San Antonio, described how HRM scientists could assess inter-rater agreement, in a novel way, for assessing humanitarian-aid project-talent requirements, as guided by confirmatory factor analysis (CFA) outcomes from a panel of six aid-engineering/very field-experienced experts (…compared to 21 university students with various types of humanitarian aid experience - - see: Atkins, Gill, Lion, Schaddelee & Tonny, 2018). In the second stage, this research program applied the findings of the first stage to collect aid-engineering expert panel ratings targeting talent needs for two well-specified aid-engineering projects (….reported for the first-time in this present IAMB paper). The third stage of this aid-talents/HRM research programme now builds upon the first two stages. It is also building upon Aguinis, Mazurkiewicz, & Heggestad (2009) research in using online video-based Frame-of-Reference (FoR) training for seeking greater inter-rater agreement in vocational talent assessments (e.g., in our present context: both talent self-assessments and aid-project talent-need assessments). Ultimately, this research program then intends to optimize staffing (…of hundreds of online aid-engineering advisory teams….) by applying a weighted Minkowski 'Person-to-Job' (P-J) fit algorithm (e.g., Drewes, Tarantino, Atkins & Paige, 2000; Atkins, Drewes & Tarantino, 2000, April).