

IIN 通常例会報告

2025. 1. 18(土) 14:00～

ローズワム501・502室

会員 19 名参加

見学 2名

Guest speaker : Shahudhan (Shahu) the Maldives

Title : Selecting the Right Employees for Business Success: Moving Beyond Traditional Recruitment

Abstract : My speech will begin with an introduction about myself, including my personal interests and career background. I'll also share a bit about my home country, the Maldives, and its tourism, resorts, and food. Then simply, I'll discuss my research on how to select the best employees (human capital) for businesses. I'll explain why traditional recruitment methods can be weak and introduce a new approach using VRIO criteria (Value, Rare, In-imitable skills, and Organization). The main idea of the VRIO theory is that if a person meets all four VRIO attributes (Value, Rare, Imitable, and Organization), they can help create a sustainable organizational advantage and boost performance. I'll explain how each of these attributes plays a key role in selecting the right employees. I'll end the speech by giving helpful tips on how to use VRIO for your own self, when applying for future jobs and in your current job.

