

Power of United States Political Parties and Street Gangs: An Analysis of the Strategies Used to Secure Power

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Abstract

Many organizations have reputations according to what they can provide others. Street gangs are looked down upon by society because they are violent, are involved with drugs, and commit crimes. Political parties are looked at with respect because they are made up of the potential future leaders of the nation in which voters place their trust upon. This conceptual paper will show that the strategies between both groups are not that different. The strategies used to secure power will be applied to both urban street gangs and political parties to explore the similarities and differences in both organizations.

The inquiry will use a theoretical framework from the literature on power and how it is secured. The frameworks used are based on Stewart Clegg's theory of having power divided upon sub-units, the pluralists' versus the stratificationists' points of views, and an analysis of action-oriented themes. The theories will be used to analyze the individual groups and then used to compare the two organizations.

Future research will also use the same theoretical framework but will be applied differently. The recommended research for the future will be qualitative as well. The research will be a focus group and then have the members of the focus groups set up a one-on-one interview. The interviewees will be individuals that work closely with the Republican and Democratic political parties as well as individuals that work with current and former gang members.

Introduction

Similarities exist between urban street gangs' efforts to secure power and national political parties' efforts to secure power. This conceptual paper focuses on identifying and exploring the similarities. The unit of analysis for this paper is the concept of power and how power is secured by national parties and urban street gangs.

The Democratic and Republican political parties and urban street gangs have similar goals because they want to experience success. A measurement of success can be through achieved goals, purpose, growth in members, and length of existence. To be able to achieve the level of success, the organizations must achieve a sense of power over other organizations. Once power is held over the other organizations,

strategies used to attain power must improve because the power will now need to be secured. The techniques that are used by organizations to attain power are all fairly similar because, overall, these organizations want to succeed.

Problem Statement

The conceptual research addresses three primary problems: the difficulty in defining power, explaining the similarities of urban street gangs and the republican and democratic political parties in the concept of securing power and the differences in treatment of the organizations by society.

The difficulty in explaining power is very similar to the difficulty of defining an organization and having that definition apply to all organizations. "...Attempts have been made to develop more structural concepts of power as something which one can not only exercise, but also possess" (Clegg, 1979, p. 65). Many times to explain how an individual or organization holds power it must be described in a sense of it being a "kind of substance that one can have in one's pocket in the same way as money..." (Clegg, 1979, p. 65). As mentioned before, some of the items used to measure power and success would be money, people, and territory.

The purpose of an organization is normally taken at face value without looking into its goals or mission. Political parties are thought of highly since they lead the nation while street gangs are looked at as bringing neighborhoods down. It takes time to accept the power and resource availability that street gangs may be able to offer their residents (Venkatesh, 1997). In the article *Party Games: The Art of Stealing Elections in the Late-Nineteenth Century United States* (2001), it discussed tricks that were used during elections, such as, the 1976 election that involved fraud, bullying, killing, and rigging of the election laws. In the analysis of both groups, it will become clearer that both organizations use outside funding to support the group and need to recruit members to survive. Organizations that work on the streets cannot be looked upon as being sophisticated in the way they function.

Purpose of Inquiry and Inquiry Question

The purpose of this inquiry is to identify and explore the strategies urban street gangs and national political parties use to secure power for their organizations. To achieve the purpose as stated, the concept of power will be applied to each group. After an analysis is conducted, both organizations will be compared to see the similarities used to secure power.

Significance of Inquiry

The nature of this inquiry is significant for the following reasons. The explanations of power as well as strategies used to secure power are not very clear therefore this inquiry will assist in the development of the understanding. Once a clearer sense of what makes up power is established the analysis between both organizations of the nation's top political parties and urban street gangs can occur.

Republican and Democratic parties are not normally compared to urban street gangs because on the surface they seem very different yet similarities lie beneath the surface. Political parties are generally looked at positively and as helpful organizations, and gangs are looked at as causing harm to the neighborhoods, posing new ideas to the readers will allow for greater knowledge and areas of interest to develop. This inquiry allows for power theories to be expanded upon different groups as well as gaining more knowledge of how organizations function to attain and secure power.

Research Questions

The following research questions will guide an extended critical examination of the literature:

1. How do United States national political parties secure power?
2. How do urban street gangs secure power?
3. What are the common strategies used by political parties and street gangs to secure power?

The concept of power will be applied to both political parties and to urban street gangs. Afterwards, both urban street gangs and the Republican and Democratic political parties will be analyzed with the theoretical framework to show the similar strategies.

Summary of Theoretical Framework

Several theoretical models for examining the concept of power exist in the literature reviewed. For example, managerial revolution, pluralist versus elitist, and action-orientation. The theory of power, specifically managerial revolution by Clegg, focuses on organizational power structure. The theory proposes “division of labour in the organization...to provide the functional inter-relationship of an organization system of interdepartmental sub-units” (Clegg, 1975, p.46). The proposal of ‘Managerial Revolution’ suggest that departmental managers serve as “go to people” by those working around since they would now hold important information. There is still a chain of commands but the responsibilities are spread out among more leaders.

A different perspective of looking at power and the organizations that will be addressed is by Clegg

...stratification theorists [that argue] political life...is correctly described as being one in which governance proceeds through a relatively coherent ‘elite.’ On the other hand, there are ‘pluralist’ theorists who are more likely to say the power resides not in any elite, but is widely dispersed amongst many competing and countervailing groups. (1979, p.46)

The pluralist perception is very much what many organizations try to project because not many organizations want to claim having ultimate power. Therefore, stating that power is shared with others allows for a sense of a comfortable playing

field. On the contrary, there exist organizations that like having the monopoly and can then be looked at as elitist.

Lastly is the action-oriented analysis by Joe Magee (2004). While the action-oriented analysis may not be a definitive theory it can still be applied to the inquiry. The analysis is made up of three elements that will be used to elaborate on the other theories. The elements applied will be behavior, psychology and structural position.

The managerial revolution, pluralist versus stratification theorist and action-oriented analysis are helpful because they allow for an analysis of structure, behavior, and thought to be applied to urban street gangs as well as political parties to explore their similarities. The action-oriented analysis can look at individual leaders, similarly, the managerial revolution can do the same but it could also be applied to the structure of the departments and sub-units. The pluralist and stratificationist theory can be applied to the organization as a whole because it can look at its ranking compared to other organizations.

Delimitations of the Inquiry

Deciding to conduct this conceptual research meant having to look at the political parties of interest and narrowing it down to Republican and Democratic. The Republican and Democratic parties are the most commonly known parties therefore even though the United States has other political parties; the inquiry does not refer to those parties.

The focus on gangs is strictly urban street gangs. The reasoning that the types of gangs had to be narrowed was because there are many different types of gangs and some function more so as corporations. While a comparison between a more sophisticated gang to political parties would be more ideal, urban street gangs are more commonly known. Street gangs are also the most common deviant group to be studied.

In the field research, the study will be with the same focus groups. The responses from political parties will be from organizations in Washington, D.C. The street gangs will also come from Prince George’s County as well as Montgomery County.

Limitations of the Inquiry

The following limitations constrain the nature of this inquiry; time and human error of interpretation. The conceptual research was under a time constraint of a little under six weeks. The time constraint caused a limitation on the amount of literature that could be reviewed and incorporated in the research. Human error of interpretation could very easily occur in reading, analyzing and interpreting the literature. If human error of interpretation occurs in the first stage of reading then the interpretation and analysis of the literature would be affected as well. If writing the information incorrectly occurs then the incorrect message is once again projected.

Analysis and Discussion of the Literature and Presentation of Framework

Literature on Organizational Power

Once power is achieved, domination follows to keep going with the power. “As in less sophisticated forms of organizations, loyal members are expected to maintain the group’s secret” (1980, p.18), Best and Luckenbill are alluding to the dirty work that members have to do for the organizations or certain activities that would not be very appealing to the on-lookers. Clegg (1975) introduced Weber in his book and mentioned that power is made up of both economic power and domination. Further in the paper there will be a clearer example of how strong economic power is in the political parties as well as the street gangs.

Other physical items that people find interest in are physical features of the leaders. “Scholars have found, for example, that the attainment of power is associated with some physical attributes like prominent jaw, psychological bases, and structural positions. ...Material possession, sex, race, and education all help us determine who has power over whom” (Magee, 2004, p. 1). This is an interesting observation because while society would like to deny that appearance isn’t as important as mentality, studies have proven society thinks otherwise. On the streets, having battle wounds are attractive, such as being shot or stabbed numerous amounts of times and having survived the incident is looked up at as being admirable.

Those in organizations that desire more power and will be more action-oriented will always exist. The interchanging relationship would showcase the action of those with more power as doing more than those with less power, therefore, reinforcing the imagery of power amongst different members of the organization (Magee, 2004). Being action oriented also means being able to make decisions. McKay (1998) believes that “...a decision maker tends to have a high level of self-esteem and confidence” (p. 27). This is very true since to lead and have power over others they must believe that as a leader appropriate decisions will be made in a timely manner to look out for the best interest of everyone in the organization.

A study that was conducted by Donley and Winter (1970) looked at certain characteristics that would show power and action in an individual. Power motive imagery is defined as “having impact, control, or influence on another person, group, or the world at large by strong, forceful actions, controlling or regulating others, trying to influence or persuade, unsolicited helping, or acquiring prestige” (Magee, 2004, p. 2). This study helped explain more the sense of power and how power is exhibited rather than trying to only describe it in words.

To be able to have power and not be overwhelmed with it all, Stewart Clegg introduced the division of power. The new concept of power now lies in managerial revolution as mentioned previously.

The decomposition of capital attainment upon the separation of ownership and control, then power no longer resides in ownership, but in management. This states that the general type of manager has disappeared only to be replaced by different department (sub-units) of specialist, each of which pursues some key managerial function. (1975, p. 47)

This allows for more individuals to have more power, feel useful in the organization, and a better sense of promotion to occur. Best and Luckenbill agree in saying that “deviant formal organizations may contain departments for planning, processing goods, public relations, and rule enforcement with positions for strategists, coordinators, accountants, lawyers, enforcers and dealers in illicit goods” (1980, p.18). In giving people in the organization more responsibility they will more likely feel that they are sharing power and be willing to do a better job.

Literature on Power Associated with Political Parties

Leaders in political parties are respected in society as they are the leaders of the nation and their intentions are to look out for the well being of the nation and its people. In return to the analogy of chess, individuals who are not leaders of political parties, but still highly involved, are also well respected because of the pieces they represent in the game. As those pieces in the game, the plans that are put into play are also very important.

A particularly intricate position would be that of a financial assistant to the political parties because money is always necessary to have action plans implemented. “...Most comparisons between ‘power’ in political theory and ‘money’ in economic theory rarely develop much beyond the level of rhetoric and metaphor” (Clegg, 1975, p. 65). The simple breakdown shows that if a candidate for any political party wishes to be in a presidential race, \$100 million must be raised by the end of the year. “That breaks down to more than a quarter of a million dollars every single day. ... Each [candidate] must collect five \$2300 contributions every single hour, every single day, including weekends and holidays, for an entire year” (Carney, 2007).

Some of the greatest donations come from people who work on K Street, the street in Washington, D.C. known for lobbyist and advocate groups. Those contributors are known as “super-donors” because of the huge personal donations they contribute to political parties. An example of such act comes from lobbyist Larry O’Brien and his wife, Helen, who personally donated more than \$150,000 to the Democratic Party (Carney, 2007).

While donations made to political parties by individuals represent a sense of persuasion the act can be reversed. An act of showing thanks, or even of persuading more individuals to certain parties, consist of private dinners with important committee chairmen and party leaders, luxurious golf matches, ski trips, or theater junkets. The donors are invited to legislative briefings and conference calls as well as inaugural parties and weekends on Nantucket. The final product that both the donator and the political party can see is the payoff occurs when the writing of legislation occurs, handing out defense contracts, or having to set aside federal money for top-dollar clients (Carney, 2007).

Recruitment of individuals to political parties can occur with the options described above, but such recruitment is normally directed to those individuals that have a significant amount of money. A more basic act was done by Bill Clinton whom spent an hour at SoulCycle in New York with bikers that each donated \$2300 to ride with him. Other options may be more appealing to the average person such as Romney and Edwards' approach. Romney had college students fundraise \$1000 and allowed them to keep 10% of their collections. Edward's mother gave her pecan pie recipe to anyone who donated \$6.10 by her son's birthday on June 10th (Carney, 2007). Funding a political party is very expensive. In a presidential election, "if you are forced to do 40 fundraisers a month, it limits your ability to articulate your vision for your candidacy" (Carney, 2007). Imagine how different the final plan might turn out to be compared to what it started with. "Because organization leaders rarely commit public violations, law enforcement agencies find it difficult to compile evidence against them" (Best & Luckenbill, 1981, p, 26). The opportunities to become corrupt because of bribes are endless.

Literature on Power Associated with Street Gangs

Gangs originated with a sense to be a positive group of a neighborhood. Unfortunately, the introduction of drugs and weapons changed the functions of gangs towards the end of the 1980s. "Gangs began to corporatize- that is, when they directed their energies toward systematic involvement in drug distribution- and began using their illicit revenue to fulfill a range of community needs" (Vankatesh, 1997, p. 84). Ironically, while wanting to assist the community, gangs were preying upon the members of the community to gain finances. Committing one act, the selling of drugs, produced two outcomes; it created addicts and revenue. The outcome allowed for gangs to have power because they posed the resources and the funds.

Some of the reasons that people join gangs even though they know that gang membership will bring problems with authority are being "differences in languages in the community and school, difficulties academically, problems in school, race discrimination, and low economic status" (Balistreri & Wattenburg, 1950, p.744).

Even though gangs preyed upon the community, they also wanted to help out their own neighborhoods. Gangs were able to provide financial support to those in the community that needed it. Gangs tried to provide the community with what they were missing. A sense of business through loans, kinship, and organizing sports and teams, were the main elements of gangs to make sure that while they cannot receive this from the outside world, the gangs would be who would be upon as the providers to the community. "Many leaders also see the process of 'giving back to the community' as part of corporatist ethos and so they approach churches, residents, businesses and social service agencies with proposals for cooperative of philanthropic ventures" (Levitt & Venkatesh, 2000, p.455).

There was even a sense of feeling protected by the gang members. Members of the neighborhood begin to accept the street gangs money and support services, such as nightly escorts to the grocery store (Levitt & Venkatesh, 1997). While members

of the community may be against the criminal activity that the gang members engage in, they also understand that they will need to count on the gang members to protect them from other gang members.

Aside from having power over members of the community, gangs continuously fight to secure power over other gangs. Much of the power over other gangs is attained through gang membership in a gang, finances, and territory, but that is not possible without looking at gang-membership behavior, which is also very much hyper masculine and violence-oriented. Violence is expected in a scenario which can send some sort of threat to the reputation and honor level of a member and gang by other gangs (Vigil, 2003).

To see the power associated with street gangs, focus must be drawn to their behavior. "The subculture of violence construct posits that it is the normative behavioral system of groups that support, encourage, and condone violence" (Vigil, 2003, p. 228). Interpreting the behavior and meaning behind the actions from both the person conducting the action and the observer or recipient of the action is what allows for the discussion of strategies of power to be held. The individuals in the environment sets the standards for what kind of behavior is accepted, especially when disrespected by other gang members.

Methods for Collecting and Analyzing Literature

Research ports from the University of Maryland College Park library system were used to find sources. Specifically, the subject research ports that were used were subjects' of sociology, politics and public policy, and criminology and criminal justice. Under the sociology subject port, the databases used were Academic Search Premier and JSTOR, Journal Storage, Sociology. Under Politics and Public Policy subject, a focus on American Politics database was selected. Once under that focus, the Almanac of American Politics and CQ, Congressional Quarterly, Inc., Researcher were the main databases used. In the Criminology and Criminal Justice subjects, Academic Search Premier, NCJRS, National Criminal Justice Research Service, and SocIndex were the main databases used.

Some of the keywords used in the search were political party, power, leadership, gangs, republican and democrat. Political party, republican, democrat, gangs, and power search words were used to find more information about the research topic, most known political party in the United States are Republican and Democratic parties. In searching power theory, there were some difficulties attaining the correct amount of literature on power theory and therefore leadership and organizational power were other terms that were searched.

Data Collection and Data Sources for Future Research

Future research would be conducted through interviews and focus groups. These interviews would be conducted on individuals who would be closely related to the work field of the political parties, specifically Republican and Democrat parties. The interviews for the gangs would be directed towards intervention groups,

family groups, police officers that work closely with gang violence. Interviewing former and current gang members would be the ultimate interview that would be conducted. For political parties, interviewing campaign managers from the political parties would also be very helpful since they would have experience in running a campaign and all that is necessary to make it as successful as possible.

Data Analysis Strategies for Future Research

The interviews conducted would be 45-60 minutes and the focus group would be 30-45 minutes long. The environment would encourage individuals to feel a little more free to share information in a group and then in the private interviews questions asked would focus on elaboration of what was said in the focus group.

The methods of analysis would consist of taking a closer look at the literature to help find similarities between the actual individuals in the study versus the individual that is in the book. By applying the literature of theory of power to the literature of political power allowed for the analysis to occur. The same happened when the theory of power was applied to the literature of street gangs. Once the strategies of power were obtained from each organization, the two organizations were compared to one another.

Strategies Used to Minimize Bias and Error

Strategies Related to this Inquiry

This inquiry required more of a check on personal biases because it is an in depth analysis of the literature. The most challenging bias to avoid was the human error of interpretation. Interpreting and analyzing the data required double checking the information to make sure that it was valid. While some of the findings in some of the literature was not found in other literature, it came from reliable sources in which the information seemed reasonable.

The research also was focused on the Democratic and Republican political parties and not other parties therefore the interpretations had to reflect those parties doings. The findings for gangs also have to be strictly reflected upon the urban street gangs and not other gangs that may have some similarities but have different structure.

Strategies Related to Future Inquiry

For future related inquiry of strategies used to attain power by political parties and street gangs, avoiding human bias and error of interpretation would be the greatest difficulty. The groups being studied will be specific that generalizations should not occur to all others groups of similar functioning. The findings from the interviews of urban street gangs will not be generalized to other forms of gangs and findings from the interviews of the Democratic and Republican political parties will not be generalized to other political parties in the United States.

In selecting individuals to participate in the focus group and one-on-one interviews, the selection will be done anonymously. The participation by the

individual will be based on volunteer and the selection process will be random and anonymous to avoid any preconceived notions.

Ethical Considerations for Future

In conducting future research, to minimize bias, the individuals volunteering for the focus group and interviews would have their identity for the gang focus group would be done anonymously through a gang focused program that works closely with youth-in-gangs and youth-at-risk of gang involvement. In the attempt to allow for a better sense of generalization to occur, the focus groups would be conducted in Prince George's County and Montgomery County, Maryland. Unfortunately, this still does not allow for a true sense of generalization. In conducting the interviews, the interviewees would be maintained anonymous by allowing them to select another name for themselves to be included in the research. Any information that is disclosed by them will also not be used against them in any way.

As for the focus groups of the political parties, the individuals will be selected to conduct an interview and their identities will be maintained anonymous. The organizations that will be used will be organizations that will be found throughout Washington, D.C.

Findings, Conclusion, and Recommendation for Future Research

In conducting the conceptual research of strategies used to secure power by Democratic and Republican parties as well as urban street gangs there were many findings that applied to the organizations individually. After analyzing the findings it was noticeable that there were some findings that were found in one group were resembled the findings in the other group. While the findings were not identical, in some cases, the similarities were fairly close to want and need to conduct further research.

Findings from the Literature

How do United States Republican and Democrat political parties secure power?

Finances are extremely important in president candidates' race. Stratification theorist would argue that only those with money can run in presidential elections, the candidate must have \$100 million raised by the end of the year. Aside from having the candidates need that much money, those of the elite group are the ones that make the biggest impact on the candidates by hosting charity events and making personal donations of \$150,000 (Carney, 2007).

Pluralist theorist would say that there are plenty of opportunities for people of all backgrounds to make a difference. The United States has other political parties that can run and people can vote for. There were two events that allowed for most of the population to participate in. The first event was at SoulCycle in New York with Bill Clinton, to participate bikers had to donate \$2300, a far lower amount

than the personal donations made by lobbyist O'Brien. Edward's mother hosted a small fundraiser that was even more welcoming to all since the donation was less. Edward's mother gave her pecan pie recipe to anyone who donated \$6.10 by her son's birthday on June 10th (Carney, 2007).

The managerial leadership is a little more complicated because the committee members of the presidential candidate at preliminaries are not necessarily the individuals that he will continue working with. The parties do have different individuals that are in charge of different committees that take care of the planning, public relation, and of meeting with the community.

The action-oriented analysis is easily applied to such a setting because it is highly weighted upon the approval of society. The structural position of the analysis is covered by the political parties attending certain events. The psychological aspect is covered by the speech that they make and show a sense of power. The third element is the physical attribution which is the wardrobe and hair style.

How do urban street gangs secure power?

Applying the stratificationist theory to urban street gangs is reversed of political parties and stratificationist. Since the theory is based on an elite group, it is very difficult to apply it to urban street gangs because they come from poorer neighborhoods and the minority culture. The gangs function to attain more funds and provide more for the community. The means of attaining the money is through a way that much of society does not agree with.

People who want to be part of a gang are looking to make themselves equal to those already in the gang. The reason for looking into joining a gang is to create a sense of equality and respect that many times the interested individuals do not feel at home or at school.

Urban street gangs vary in sizes and therefore may need to have sub-units according to what the gang is trying to accomplish. There are people in charge of drug sales, enforcing, and running; all important sub-units to have the gang function accordingly. All the individuals have to answer to one person at the top but most of the time have to interact with the manager of their area.

As for the action-oriented analysis, gang members are restricted by physical appearance. Gang members should wear their organizations colors at all times because it shows off the respect that they want from others toward their organization. If gang members were involved in fights, any scars that were attained from that event would be used to their benefit it would show a level of toughness about them.

What are common strategies used by political parties and street gangs to secure power?

Urban street gang and political parties function on opposite ends of the stratificationist theory when being looked at in a societal stand point. Political parties have members that come from all sorts of backgrounds but those that are highly involved and can make a difference come from elitist backgrounds. Street gangs are not from made up of elite members but when comparing gangs to other gangs

there can be a ranking to show which gangs have more power over other gangs.

Pluralist can say that political parties are made for the people and by the people. As mentioned before there are different ways to contribute to the political parties through time and money.

Applying the analysis of action-oriented power and political parties, the weight lies on the appearance of the individuals in social settings. The level of confidence that the leader's project, as well as their charisma, adds to the way that others view them. Once others view them a certain way, it is up to the leaders and the members to keep functioning in that manner.

Conclusions

Urban street gangs and the United States Democratic and Republican political parties share similar strategies to secure power. Money is an important element needed to have the organizations function accordingly for extended periods of time. Both the political parties and the gangs need man power to keep functioning therefore finding ways to recruit new people can be a challenge for them. Both organizations do have a way to recruit the typical individual that would be a part of their organization but finding new ways to attract new people is always a challenge. Being able to grow in numbers also means growing in territory. People move away and then the new location becomes part of the organizations territory and the challenge becomes getting those of the surrounding area to know of the group and get them involved as well. If the political parties and street gangs can stabilize those elements then the organizations should be able to begin their process of creating an organization that will last a long time.

Recommendations for Future Research

To continue with the research of strategies used by the Democrat and Republican political parties and urban street gangs to secure power, qualitative research of interviews and focus groups would be beneficial to the findings of the literature. Interviews should be conducted in the Washington D.C. metropolitan area. Specifically, individuals involved in the Democrat and Republican political parties should be selected from Washington, D.C. since most of the headquarters of different organizations that the parties interact with are in D.C. The selection for the street gang interviews should be in Prince George's county and Montgomery county. There is an office in Prince George's county that works with current and former gang members in which interviewees could be selected from. Montgomery county might also be a location to consider because that is where the headquarters of the Prince George's facility.

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The Factors Human Resource Managers Use to Determine Whether They Are Going to Hire a College Graduate and How They Communicate Their Expectations and Qualifications

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Abstract

My research identified the primary factors that human resource managers use when hiring college graduates and explore how the factors are communicated. Through an exhaustive literature review, it has been determined that human resource managers use resume screening, interviews, and written performance tests to determine whether a college graduate is qualified for the job. Several database systems were examined using different search terms to produce research the following results. Resume screenings will determine if the candidate has any experience in the job area. The interview process will determine communications skills as well as job performance abilities. Lastly, written tests are given to also determine job performance skills.

There are three factors that the methods are used to identify. A college graduate's major is identified with the resume screening. The interviewing skills are obviously determined by the interview itself. Finally, the college graduate's job experience is determined through the resume screening, interview, and the written performance test. These methods are supposed to rank the college graduate's overall ability to complete the job successfully by meeting the qualifications. These qualifications are sought out by human resource managers through the job analytical process. Afterwards these qualifications are put into what is called a job description.

This job description is how human resource managers communicate what is expected of job candidates. Job descriptions are supposed to depict the epitome of an employer who would be successful in that specific job area. If job descriptions are done accurately, college graduates should be able to use them to determine if they are qualified for the job and if they would be successful in undergoing the hiring methods of the human resource managers. My research is intended to identify the factors human resource managers use and how they are being communicated. This conceptual paper is significant because college graduates may be prepared to enter the workforce if they are aware of the expectations.