

Employee Recruitment Selection And Assessment Contemporary Issues For Theory And Practice Current Issues In Work And Organizational Psychology

Despite over three decades of debate around the nature of human resource management (HRM), its intellectual boundaries and its application in practice, the field continues to be dogged by a number of theoretical and practical limitations. Written by an international team of respected scholars, this updated textbook adopts a critical perspective to examine the core management function of HRM in all its complexity – including its darker sides. Human Resource Management: A Critical Approach opens with a critique of the very concept of HRM, tracing its development over time, and then systematically analyses the context of HRM, practice of HRM and international perspectives on HRM. New chapters commissioned for this second edition look at HRM and the issues of diversity, migration, global supply chains and economic crisis. This textbook is essential reading for advanced and inquisitive students of HRM, and for HRM professionals looking to deepen their understanding of the complexities of their field.

The failure to recruit the right candidates can cost your company a fortune in time and money. The same applies for selecting staff for promotion. If recruits or staff are not motivated, engaged or committed, the likelihood is that your organization will suffer. This book gives you the guidance, tools and techniques to help determine the best candidates for the job. A Practical Guide to Assessment Centres and Selection Methods provides you with the right tools to gain a fully rounded picture of candidates, be they new recruits or prospects for promotion. In two parts, the book shows you how to create market-standard assessment and development centre methods in your organisation. It also provides a range of easy-to-implement assessment exercises, giving you practical advice on how to use them for best results. Part 1 shows you to understand key staff competencies and how to develop internal structures that will allow you to develop a "Competence Framework". It describes how to design and run an assessment centre which works for both the employer and the candidate. It reveals what makes a top-class assessor and describes the role of psychometric instruments in selection. Finally, it presents practical advice on how to adapt and devise your own staff selection activities for revealing the most suitable candidates, using the tools given in Part 2. Part 2 is particularly valuable. It delivers a wide range of different assessment activities designed specifically to determine key strengths and weaknesses of potential candidates. These activities include: * a range of role-play activities. These will help you assess a number of typical issues including performance feedback, dealing with disputes and how to influence without formal authority. * "In Tray" activities designed to reveal how candidates prioritise work. * Report writing and analysis activities designed to reveal how participants use data and information. * Open-ended group decision-making activities. These use role play in a variety of typical business situations, followed by an analytical phase to reveal how participants may have changed their views during the course of the exercise. * Physical task group activities designed to be more relaxing and enabling the assessor to determine how candidates behave when they are more relaxed and less formal. * Mental task group activities which help participants understand how plan, organise, adapt, influence and communicate. * Supplementary group activities designed to act as a reserve should other exercises become "over-exposed" or if there is a need to regularly run several group activities with a nominated leader. A Practical Guide to Assessment Centres and Selection Methods provides you with a robust, rounded way to measure candidate competency in recruitment or in assessing for promotion. A FREE CD reproduces all the exercises contained in the book so that you can print them individually whenever you need.

Experts from across all industrial-organizational (IO) psychology describe how increasingly rapid technological change has affected the field. In each chapter, authors describe how this has altered the meaning of IO research within a particular subdomain and what steps must be taken to avoid IO research from becoming obsolete. This Handbook presents a forward-looking review of IO psychology's understanding of both workplace technology and how technology is used in IO research methods. Using interdisciplinary perspectives to further this understanding and serving as a focal text from which this research will grow, it tackles three main questions facing the field: First, how has technology affected IO psychological theory and practice to date? Second, given the current trends in both research and practice, could IO psychological theories be rendered obsolete? Third, what are the highest priorities for both research and practice to ensure IO psychology remains appropriately engaged with technology moving forward? How we recruit future healthcare professionals is critically important, as the demand for high quality healthcare increases across the globe. This book questions what the evidence tells us about how best to select those most suited to a career in healthcare, ensuring that the approaches used are relevant and fair to all who apply. The editors of this collection take a comprehensive look at the latest research surrounding recruitment and selection into healthcare roles. Each chapter is authored by leading experts and, using international case material, the practical implications for workforce policy are explored. They review the key stages in designing effective selection systems and discuss how best to evaluate the quality of selection processes. Evidence from role analysis studies as well as the effectiveness of different selection methods including aptitude and situational judgment tests, personality assessment and interviews are examined. Chapters also cover approaches to student selection and recruitment for postgraduate trainees through to senior appointments. Finally they highlight contemporary issues in recruitment, including the use of technology, selecting for values, candidate perceptions, coaching issues and how best to promote diversity and widening access.

Effective Recruitment and Selection Practices

The Art and Science of Staffing Assessment and Employee Selection

Selection and Recruitment in the Healthcare Professions

A Manager's Guide to Psychometric Testing, Interviews and Assessment Centres

The Cambridge Handbook of Technology and Employee Behavior

This exploration of what employee turnover is, why it happens, and what it means for companies and employees draws together contemporary and classic theories and research to present a well-rounded perspective on employee retention and turnover. The book uses models such as job embeddedness theory, proximal withdrawal states, and context-emergent turnover theory, as well as highlights cultural differences affecting global differences in turnover. Employee Retention and Turnover contextualises the issue of turnover, its causes and its consequences, before discussing underrepresented antecedents of turnover, key aspects of retention and methods for regulating turnover, and future research directions. Ideal for both academics and advanced students of industrial/organizational psychology, Employee Retention and Turnover is essential for understanding the past, present, and future of turnover and related research.

Employee selection has long stood at the practical forefront of industrial/organizational psychology. Today's social, business, and economic climates require ongoing adaptations by those who select organizations' personnel, and research on the topic helps gauge the impact of these adaptations and their implications for human performance and potential. The Oxford Handbook of Personnel Assessment and Selection codifies the wealth of new research surrounding employee selection (web-based assessments, social networking globalization of organizations), situating them alongside more traditional practices to establish the best and most relevant research for both professionals and academics. Comprising chapters from authors in both the private sector and academia, this volume is organized into seven parts: (1) historical and social context of the field of assessment and selection; (2) research strategies; (3) individual difference constructs that underlie effective performance; (4) measures of predictor constructs; (5) employee performance and outcome assessment; (6) societal and organizational constraints on selection practice; and (7) implementation and sustainability of selection systems. While providing a comprehensive review of current research and practice, the purpose of this handbook is to provide an up-to-date profile of each of the areas addressed and highlight current questions that deserve additional attention from researchers and practitioners. This compendium is essential reading for industrial/organizational psychologists and human resource managers.

Stuck for ideas, inspiration or just want to work differently? Management Extra brings all the best management thinking together in one package. The books are practical and well structured to provide an in depth treatment of these management topics. Titles in the series: * Business Environment * Change Management * Development for High Performance * Effective Communications * Financial Management * Information and Knowledge Management * Leadership and Management in Organisations * Leading Teams * Making Sense of Data and Information * Managing Markets and Customers * Managing for Results * Managing Health, Safety and Working Environment * Managing Legal and Ethical Principles * Managing Yourself * Positive Working Relationships * Project Management * Quality and Operations Management * Reaching Your Goals Through Innovation * Recruitment and Selection * Reputation Management The series fuses key theories and concepts with applied activities to help managers examine how they work in practice. The books are created with individuals in mind. They are designed to help you improve your management skills. Management Extra can also be used in conjunction with management programmes of study aligned to standards. Each of the books has case studies, self assessments and activities all underpinned by knowledge and understanding of the frameworks and techniques required to improve performance. Management Extra provides managers and trainers with a handbook for action and development. You found it – what a find! A practical resource packed with all the relevant theory and suggested activities to support your professional development. An essential resource to have at your fingertips, jump in and enjoy. –Russell Jeans, Learning and Development Manager, ntl 'All the essential concepts are here, presented in an easily digestible format with lots of up to date case studies and references – but, most importantly, with plenty of thought provoking activities and self-diagnostic exercises to make the learning personal and transferable.' –Peter Manning, Head of Training & Development, News International Newspapers Ltd

This is a fully updated edition of Personnel Selection, a seminal text on the psychometric approach to personnel selection by a noted expert in the field. Focuses on cutting-edge topics including the influence of social networking sites, adverse impact, age differences and stereotypes, distribution of work performance, and the problems of selecting new employees using research based on incumbent employees Questions established beliefs in the field, especially issues that have been characterized as "not a problem," such as differential validity, over-reliance on self-report, and "faking good" Contains expanded discussion of research and practice in the US and internationally, while maintaining the definitive coverage of UK and European selection approaches Provides comprehensive yet accessible information for professionals and students, as well as helpful pedagogical tools (technical and statistical boxes, simplified figures and tables, research agenda boxes, key-point summaries, and key references)

Individual and Organizational Perspectives

Human Resource Selection

Selection and Recruitment

Employee Retention and Turnover

Social Media in Employee Selection and Recruitment

This handbook makes a unique contribution to the fields of organizational psychology and human resource management by providing comprehensive coverage of the contemporary field of employee recruitment, selection and retention. It provides critical reviews of key topics such as job analysis, technology and social media in recruitment, diversity, assessment methods and the work of leading thinkers including Melinda Blackman, Nancy Tippins, Adrian Furnham and Binna Kandola. The contributors are drawn from diverse backgrounds and a wide range of countries, giving the volume a truly international feel and perspective. Together, they share important new work which is being undertaken around the globe but is not always easily accessible to students.

The impetus for this volume came from the editors' belief that most current research and thinking about personnel selection and assessment in organizations considered only the perspective of the employer. The job applicant seeking to join the organization or the employee being considered for promotion or reassignment was typically given little attention from the researchers. They believed that this imbalance had several negative implications: 1. Organizational selection and assessment appeared to be the principal area within work and organizational psychology that had forgotten a basic tenet of the profession of psychology, namely, that the welfare of the individual is paramount. 2. A lack of concern for the individuals who were being recruited. 3. A psychological assessment in employment settings. 3. The acceptability of selection and assessment devices and systems may impact in (largely) unknown ways on the decisions of individuals to apply for jobs or transfers, thus affecting the selection ratio and potential utility of such systems. 4. Individual reactions to the characteristics of assessment and selection procedures. 5. The need to obtain about those individuals, adversely affecting the reliability and validity of resulting personnel decisions. Informally discussing these concerns with their professional colleagues, the editors found that others were similarly troubled. Their next response was to organize a three day conference bringing together a number of researchers in applied psychology to discuss the issues related to balancing individual and organizational needs in selection and assessment. Revisions of the papers presented at this conference form the core of this volume.

The workforce is changing and talent management is more important than ever. Recruitment and Selection: Strategies for Workforce Planning & Assessment unpacks best practices for designing, implementing, and evaluating strategies for hiring the right people. Using a proven job analysis framework, author Carrie A. Picardi uses her academic and industry experience to help you understand candidates in an accurate, legal, and ethical manner. With clarity and relevance, this book truly bridges theory and concept with practice in an engaging manner and will benefit students who need to hit the ground running to successfully manage workforce needs and activities in a myriad professional settings.

Ederborough has written a comprehensive guide that examines the formal assessment methods used in both recruitment and performance management. He includes information on psychometric testing, structured interviews, the use of statistics, and more.

The Brave New World of eHRM 2.0

Using the concepts of reliability and validity, critically examine how confident Human Resource professionals should be in using interviews as an effective selection technique

Assessment Methods in Recruitment, Selection & Performance

Online Recruiting and Selection

Recruitment and Selection Revised Edition

Written by experts in the field, this well-established book provides a critical and academically rigorous exploration of the key functions, practices and issues in HRM today. The first part of Contemporary Human Resource Management covers fundamental HRM practices while the second half examines contemporary themes and issues such as work-place bullying, flexibility and emotion at work. Each chapter contains two thought-provoking case studies, encouraging readers to identify, examine and apply key concepts to real-world examples. This substantially revised sixth edition includes three completely new chapters and case studies on HRM in SMEs The Future of Work Employee Wellbeing

The Blackwell Handbook of Personnel Selection provides astate-of-the-art review of theory, research, and professionalpractice in the field of selection and assessment. Reviews research and practical developments in all of the mainselection methods, including interviews, psychometric tests,assessment centres, and work sample tests. Considers selection from the organization's and theapplicant's perspective, and covers the use of new technologyin selection and adverse impact issues. Each section includes contributions from internationallyeminent authors based in North America and Europe.

Management Extra brings all the best management thinking together in one package. The series fuses key ideas with applied activities to help managers examine and improve how they work in practice. Management Extra is an exciting, new approach to management development. The books provide the basis for self-paced learning at level 4/5. The flexible learning structure allows busy participants to study at their own convenience, minimising time away from the job. The programme allows trainers to quickly plan and deliver high quality, business-led courses. Trainers can select materials to meet the needs of their delegates, clients, and budget. Each book is divided into themes of ideal length for delivering in a training session. Each theme has a range of activities for delegates to complete, putting the training into context and relating it to their own situation and business. The books' lively style will stimulate further interest in the subjects covered. Guides for further reading and valuable web references provide a lead-in to further research. Management Extra is based on the NVQ framework to ease the creation of Diploma, Post Graduate Diploma or NVQ programmes for managers. It is accredited with all leading awarding bodies. Authoritative but accessible and lively material. New, exciting and flexible approach to management development

This timely resource offers fresh research on companies' use of social media platforms—from Twitter and Facebook to LinkedIn and other career sites—to find and hire personnel. Its balanced approach explains why and how social media are commonly used in both employee recruitment and selection, exploring relevant theoretical constructs and practical considerations about their appropriateness and validity. Contributors clarify a confusing cyberspace with recommendations and best practices, legal and ethical issues, pitfalls and problems, and possibilities for standardization. And the book's insights on emerging and anticipated developments will keep the reader abreast of the field as it evolves. Included in the coverage: Social media as a personnel selection and hiring resource. Reservations and recommendations. Game-thinking within social media to recruit and select job candidates. Social media, big data, and employment decisions. The use of social media by BRIC nations during the selection process. Legal concerns when considering social media data in selection. Online exclusion: Biases that may arise when using social media in talent acquisition. Is John Smith really John Smith? Misrepresentations and misattributions of candidates using social media and social networking sites. Social Media in Employee Selection and Recruitment is a bedrock reference for industrial/organizational psychology and human resources academics currently or planning to conduct research in this area, as well as for academic libraries. Practitioners considering consulting social media as part of human resource planning or selection system design will find it a straight-talking guide to staying competitive.

A Critical Approach

Why Employees Stay or Leave

Measuring Competency for Recruitment and Development

The IPD Guide on International Recruitment, Selection and Assessment

Personnel Selection

Why a focus on jobs is not enough Force-fitting employees to job descriptions leads to unhappy people and substandard performance. For years, HR professionals have struggled with this dilemma. But it doesn't have to be that way. Competency-Based Human Resource Management describes a new model of performance management that matches employee talent to the job. This model distinguishes star performers, HR professionals can transform the way they recruit, select, train, develop, and compensate top-performing employees.

This second edition provides managers and students the nuts and bolts of assessment processes and selection techniques. With this knowledge, managers learn to make informed personnel decisions based on the results of tests and assessments. The book emphasizes that employee performance predictions require well-formed hypotheses about personal characteristics that can be tested. It also discusses the need for developing a theory of the attribute one hypothesizes as a predictor—a thought process too often missing from work on selection procedures. Topics such as team-member selection, situational judgment tests, nontraditional tests, individual assessment, and testing for diversity are explored. The book covers both basic and advanced concepts in personnel selection and covers undergraduate and graduate courses in Personnel Selection and Assessment.

The practice of recruitment and selection of new employees into organizations has changed dramatically over the past decade. This shift is due primarily to the rapid evolution of Internet-based technologies to facilitate the staffing process. In Online Recruiting and Selection, Reynolds and Weiner provide an accessible introduction to implementing and operating web-based recruitment and selection systems. The book discusses the foundations for online recruiting and selection, discusses practical advice for designing and implementing online staffing systems, and examine a variety of issues that anyone involved with modern staffing processes will encounter.

The use of social media by BRIC nations during the selection process. Legal concerns when considering social media data in selection. Online exclusion: Biases that may arise when using social media in talent acquisition. Is John Smith really John Smith? Misrepresentations and misattributions of candidates using social media as part of human resource planning or selection system design will find it a straight-talking guide to staying competitive.

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Recruitment and selection can be a stressful and traumatic process for both people and organizations. But how does it feel to actually be involved? Giving a voice to both applicants and recruiters in a unique package, Experiencing Recruitment and Selection uses real-life stories to explore issues such as why people apply for jobs, perceptions of fairness, how failure affects internal applicants, the impact of market forces on decisions, how recruiters select for 'fit' and much more. This chapter Jon Balfour tackles a particular topic, drawing on at least three related stories and concluding with provocative questions and a guide to further reading. The stories are interwoven throughout with analyses that highlight key lessons.

This book provides a comprehensive and state-of-the-art overview of simulation development, technologies, and implementation, including real-world examples and results followed by a preview of what's on the horizon that will further revolutionize the industry. More than a handful of books have been written on the use of simulations for training purposes, but this book is the only one that provides a comprehensive and state-of-the-art overview of simulation development, technologies, and implementation, including real-world examples and results followed by a preview of what's on the horizon that will further revolutionize the industry. 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