

The Oxford Handbook Of Recruitment

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The goal of this handbook is to provide an integrative and comprehensive summary of the state of recruitment research. It is hoped that by providing insight to both theoretical and empirical underpinnings of the topic this volume will (a) focus readers to the important issues affecting our understanding and application of recruitment concepts; and (b) provide structure toward current thinking and future exploration of the field.**

Oxford Handbook of Recruitment - Oxford Handbooks

The Oxford Handbook of Recruitment Oxford Library of Psychology: Editors: Kang Yang Trevor Yu, PhD, Daniel M. Cable, PhD: Publisher: OUP USA, 2014: ISBN: 0199756090, 9780199756094: Length: 541 pages: Subjects

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The Oxford Handbook of Recruitment. Edited by Kang Yang Trevor Yu, PhD and Daniel M. Cable, PhD. Oxford Library of Psychology. Description. The past 40 years have established recruitment as a fundamental area of research to both researchers and practitioners.

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The Oxford Handbook of Recruitment provides as an integrative and comprehensive summary of the state of recruitment research. Examining both theoretical and empirical underpinnings of recruitment, this volume directs readers to the important issues affecting our understanding and application of recruitment concepts, and provides structure toward current thinking and future exploration of the field.

The Oxford handbook of recruitment (Book, 2014) [WorldCat.org]

In this chapter, we introduce The Oxford Handbook of Recruitment . We establish the goals and scope of the handbook. We establish the goals and scope of the handbook. We begin by summarizing the recurring themes in recruitment research and use them to explain organization behind the book's various chapters.

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The Oxford Handbook of Recruitment (Oxford Library of Psychology) 1st Edition. The Oxford Handbook of Recruitment (Oxford Library of Psychology) 1st Edition. by Kang Yang Trevor Yu (Editor), Daniel M. Cable (Editor) 5.0 out of 5 stars 2 ratings. ISBN-13: 978-0199756094.

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The Oxford Handbook of Recruitment : Kang Yang Trevor Yu ...

The past 40 years have established recruitment as a fundamental area of research to both researchers and practitioners. No longer is recruitment viewed as simply another component of human resource management but rather a strategic tool with wide-ranging implications for organizations. To this extent investigations on the subject have drawn upon diverse perspectives from economics to marketing ...

The Oxford Handbook of Recruitment | Oxford University Press

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This handbook includes the most up to date, evidence-based, and comprehensive coverage of recruitment and retention, as written by the top leaders of recruitment research in the world.

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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.

Over the past five years, legislative studies have emerged as a field of inquiry in political science. Many political science associations, both national and international, have created standing sections on legislative studies. There has also been a proliferation of literature on legislatures and legislators. This book focuses on legislatures and how they matter, how they have adapted to changes such as globalization and judicialization, and how they have survived the transition to mass democracies.

HRM is central to management teaching and research, and has emerged in the last decade as a significant field from its earlier roots in Personnel Management, Industrial Relations, and Industrial Psychology. People Management and High Performance teams have become key functions and goals for manager at all levels in organizations. The Oxford Handbook brings together leading scholars from around the world - and from a range of disciplines - to provide an authoritative account of current trends and developments. The Handbook is divided into four parts: * Foundations and Frameworks, * Core Processes and Functions, * Patterns and Dynamics, * Measurement and Outcomes. Overall it will provide an essential resource for anybody who wants to get to grips with current thinking, research, and development on HRM.

Job search is and always has been an integral part of people's working lives. Whether one is brand new to the labor market or considered a mature, experienced worker, job seekers are regularly met with new challenges in a variety of organizational settings. Edited by Ute-Christine Klehe and Edwin A.J. van Hooft, The Oxford Handbook of Job Loss and Job Search provides readers with one of the first comprehensive overviews of the latest research and empirical knowledge in the areas of job loss and job search. Multidisciplinary in nature, Klehe, van Hooft, and their contributing authors offer fascinating insight into the diverse theoretical and methodological perspectives from which job loss and job search have been studied, such as psychology, sociology, labor studies, and economics. Discussing the antecedents and consequences of job loss, as well as outside circumstances that may necessitate a more rigorous job hunt, this Handbook presents in-depth and up-to-date knowledge on the methods and processes of this important time in one's life. Further, it examines the unique circumstances faced by different populations during their job search, such as those working job-to-job, the unemployed, mature job seekers, international job seekers, and temporary employed workers. Job loss and unemployment are among the worst stressors individuals can encounter during their lifetimes. As a result, this Handbook concludes with a discussion of the various types of interventions developed to aid the unemployed. Further, it offers readers important insights and identifies best practices for both scholars and practitioners working in the areas of job loss, unemployment, career transitions, outplacement, and job search.

The Oxford Handbook of Organizational Climate and Culture presents the breadth of topics from Industrial and Organizational Psychology and Organizational Behavior through the lenses of organizational climate and culture. The Handbook reveals in great detail how in both research and practice climate and culture reciprocally influence each other. The details reveal the many practices that organizations use to acquire, develop, manage, motivate, lead, and treat employees both at home and in the multinational settings that characterize contemporary organizations. Chapter authors are both expert in their fields of research and also represent current climate and culture practice in five national and international companies (3M, McDonald's, the Mayo Clinic, PepsiCo and Tata). In addition, new approaches to the collection and analysis of climate and culture data are presented as well as new thinking about organizational change from an integrated climate and culture paradigm. No other compendium integrates climate and culture thinking like this Handbook does and no other compendium presents both an up-to-date review of the theory and research on the many facets of climate and culture as well as contemporary practice. The Handbook takes a climate and culture vantage point on micro approaches to human issues at work (recruitment and hiring, training and performance management, motivation and fairness) as well as organizational processes (teams, leadership, careers, communication), and it also explicates the fact that these are lodged within firms that function in larger national and international contexts.

Conceived as the meanings that individuals attach to their selves, a substantial stockpile of theory related to identities accumulated across the arts, social sciences, and humanities over many decades continues to nourish contemporary research on self-identities in organizations. In times which are more reflexive, narcissistic, and fluid, the identities of participants in organizations are increasingly less fixed and less certain, making identity issues both more salient and more interesting. Particular attention has been given to processes of identity construction, often styled 'identity work'. Research has focused on how, why, and when such processes occur, and their implications for organizing and individual, group, and organizational outcomes. This has resulted in a burgeoning stream of research from discursive, dramaturgical, symbolic, socio-cognitive, and psychodynamic perspectives that most often casts individuals' efforts to fabricate identities as intentional, relational, and consequential. Seemingly intractable debates centred on the nature of identities - their relative stability or fluidity, whether they are best regarded as coherent or fractured, positive (or not), and how they are fabricated within relations of power - combined with other conceptual issues continue to invigorate the field. However, these debates have also led to some scepticism regarding the future potential of identities research. Yet as the chapters in this Handbook demonstrate, there are considerable grounds for optimism that identity, as root metaphor, nexus concept, and means to bridge levels of analysis has significant potential to generate multiple compelling streams of theorizing in organization and management studies.

This volume examines what positive psychology offers to our understanding of key issues in working life today. The chapters focus on such topics as strengths, leadership, human resource management, employee engagement, communications, well-being, and work-life balance.

The Oxford Handbook of Military Psychology describes the critical link between psychology and military activity. The extensive coverage includes topics in of clinical, industrial/organizational, experimental, engineering, and social psychology. The contributors are leading international experts in military psychology.

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