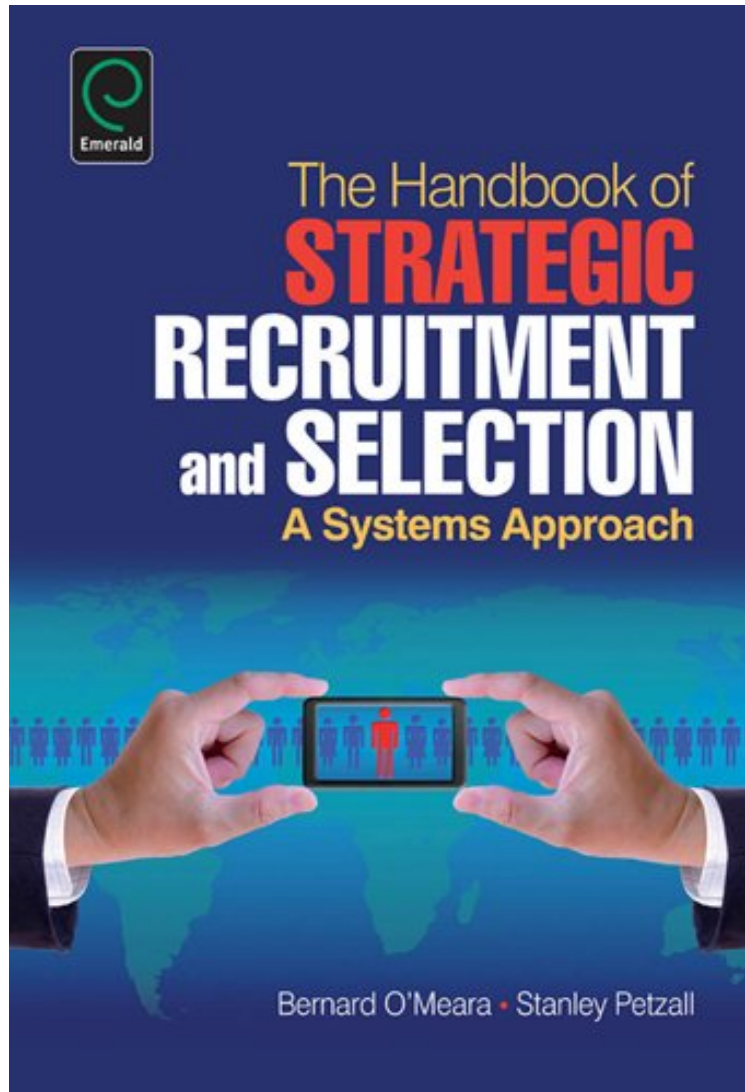


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## Handbook of Strategic Recruitment and Selection: A Systems Approach (0)

*Bernard O'Meara, Stanley Petzall*  
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**Bernard O'Meara, Stanley Petzall : Handbook of Strategic Recruitment and Selection: A Systems Approach (0)** before purchasing it in order to gage whether or not it would be worth my time, and all praised Handbook of Strategic Recruitment and Selection: A Systems Approach (0):

0 of 0 people found the following review helpful. Two StarsBy SamanthaHated this book. Not a good textbook format for class.

This is a theory-based text with unique features that distinguish it from other books in the field. The inclusion of a

strategic component differentiates it from most other books, but the application of systems theory to recruitment and selection sets this book apart. While it includes mainstream topics such as interviews, job analysis and question types, it is the first text to introduce topics such as crowd sourcing, social networking, Skype and distance interviewing. The inclusion of theory such as similarity/attraction theory, insider/outsider theory, cultural appreciation, body language and interview types for different levels within organisations assist in differentiating this text. It is up to date and addresses issues such as the role of staffing, recruitment and selection in a knowledge-based society. This text also looks at resume preparation and analysis, and explores the challenges facing international applicants seeking employment in other countries.

This book captures the essence of attracting and hiring a productive workforce. It presents conceptually strong arguments for effectively incorporating hiring in strategic formulations with excellent embellishments in an easy-to-read fashion - comprising excellent cases and analogies. The content has been eagerly researched and documented, and contains practical advice not only for academia but also for any professional who is concerned with attracting and hiring the best human capital. Throughout the book, the authors never lose sight of the big picture that people are the greatest assets for any organization and identifying, attracting and hiring them is the biggest challenge that confronts businesses worldwide. I have been pleasantly surprised with the eye-to-detail on part of the authors. The content is not only comprehensive but very relevant and contemporary. The readers of this book would be indeed enriched. An excellent resource and a must read for all practitioners and academics interested in garnering the most from strategic recruitment and selection. 'The Handbook of Strategic Recruitment and Selection: A Systems Approach' isn't just a good book - it's THE RIGHT BOOK! --Dr. Debashish Sengupta, Alliance School of Business, Alliance University, Bangalore

A long awaited new wave of ideas and significant contribution to Recruitment and Selection. --Vijay Kumar Thambimuthu, Qualifications and Assessments International, (QAI) U.K.

This undergraduate textbook combines systems theory with strategic human resource management in order for talent acquisition to have maximum effect, and stresses the importance of continual improvement in attracting talent and engaging staff. Arguing it is employees who drive an organization to sustainable competitive advantage, the Australian authors explain the purpose of pre-employment screening tests, describe the interaction between the interviewer and the applicant during the job interview, and suggest how to ensure new employees have the proper experience to reduce costs and staff turnover. --Annotation copy;2014 Ringgold Inc. Portland, OR (protonview.com)

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About the Author

Dr Bernard O'Meara is a Senior Lecturer in Human Resources Management at the University of Ballarat, Australia. Dr O'Meara has worked extensively in industry in general management corporate based human resource roles in the manufacturing sector. He has also been principal director of a Melbourne based consulting group.

Dr. Stanley Petzall is currently a Senior Lecturer at Deakin Business School, Australia, with 32 years experience of teaching Organisational Behaviour, Human Resource Management, Comparative Management and Business Law in various institutions. He has also consulted with, written distance education materials, and run training programs for a number of organisations, including Associated Securities; Telecom Australia; The Victorian Hospitals Association; and Swinburne Institute of Technology.