



The Handbook of Strategic Recruitment and Selection: A Systems Approach

By Bernard O'Meara, Stanley Petzall

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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 organizations 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.

Table of Contents

Part 1: Staffing, the Organisation and Recruitment and Selection

Chapter 1: Staffing, Systems and Strategy

Chapter 2: The Organisation

Chapter 3: Recruitment and Selection Preparation

Chapter 4: Communication, Body Language, Questions and Interviews

Chapter 5: Aids for Recruitment and Selection

Part 2: Applicants and Candidates

Chapter 6: Applicants and Résumés

Chapter 7: Interview Preparation

Chapter 8: First Impressions

Part 3: Joining Together: When New Employees Commence at a New Organisation

Chapter 9: A New Start

Chapter 10: Recruitment and Selection Costs

Chapter 11: Continual Improvement: The Kaizen Requirement

Chapter 12: Evaluation

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