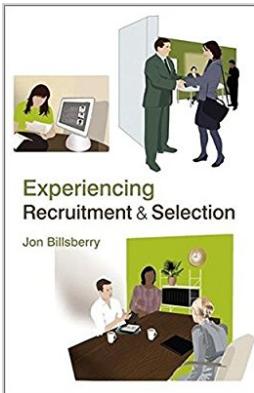


# Experiencing Recruitment and Selection

By Jon Billsberry



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## Experiencing Recruitment and Selection By Jon Billsberry

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. In each chapter Jon Billsberry 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.

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### Editorial Review

#### Review

"The book makes for interesting reading and is likely to both shock and amuse the reader at times ... .Well structured and easy to read." (*Journal of Occupational Psychology, Employment and Disability*, Spring 2008)

#### From the Back Cover

Recruitment and selection is a stressful and traumatic transition for both the people and the organisations, where futures are decided and destinies set. How does it feel to be involved in this process?

***Experiencing Recruitment and Selection* offers readers a unique insight into this life-changing event; one that is very different to the current recruitment literature as it gives a voice to both applicants and recruiters.**

**Using real-life stories, this book explores applicants' and selectors' experiences of the recruitment and selection process. The author offers original insights into:**

- differences between internal and external applicants;
- perceptions of fairness;
- how failure to get appointed influences internal applicants;
- how recruiters select for 'fit';
- the reasons why people apply for jobs;
- the influence of market forces on selection decisions.

Each chapter focuses on a key topic in recruitment and selection and features at least three related stories. The stories are interwoven with analyses that demonstrate the key lessons for practitioners and students. Each chapter concludes with a series of provocative questions and a guide to further reading.

With its practical, easy-to-use format, *Experiencing Recruitment and Selection* is essential reading for undergraduate and postgraduate students in disciplines including organisational psychology, organisational behaviour, management studies and HRM, as well as personnel or HR managers and occupational psychologists.

#### About the Author

**Jon Billsberry** is Senior Lecturer in Organisation Behaviour at the Open University Business School and Research Director in the Open University's Human Resources division. he holds degrees from the universities of Manchester, Birmingham and Nottingham. before turning to academia, Jon worked as a financial analyst and an executive search consultant. Currently, his research interest lie in the areas of person-organisation fit, recruitment, selection, leadership, cinematic representations of work and organizational life, innovative methods of management teaching, the future of management education, and psychology o the penalty shoot-out. He teaches organisational across a range of levels, from 'openings' courses through undergraduate and Master's Levels to PhD supervision.

Jon is the chair of the Organisational Psychology division of the British Academy of Management, in which role he founded the Academy's Organisational Psychology Special Interest Group, and secretary of the

management Education and Development division of America's Academy of Management. education and Development division of America's Academy of Management. He has published three other books. His first book, the effective Manager: Perspectives and Illustrations, is a collection of lively and provocative articles on management. His second, Finding and Keeping the Right People, gives practical advice on how to attract, select and retain high-quality people. His third book produced with John Storey and Graeme Salaman, Strategic Human Resource Management: Theory and Practice, is an up-to-the-minute collection of articles on the current state of human resource management.

## **Users Review**

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The book Experiencing Recruitment and Selection will bring one to the new experience of reading the book. The author style to clarify the idea is very unique. When you try to find new book you just read, this book very appropriate to you. The book Experiencing Recruitment and Selection is much recommended to you to see. You can also get the e-book from the official web site, so you can quickly to read the book.

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