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Human Resource Selection Robert D. Gatewood, 1997-10-01 **Human Resource Selection** Robert D. Gatewood, Hubert S. Feild, 1994 This leading text offers an advanced treatment of the technical issues involved in developing and implementing selection programs within organizations The new edition offers the most thorough and up to date coverage of HR selection on the market and is appropriate for upper level undergraduate and graduate courses in management and industrial organizational psychology departments as well as for corporate HR departments (WCS) *Human Resource Management 7th Edition w/Study Tips Set* David A. DeCenzo, 2004-08-05 **Handbook of Employee Selection** James L. Farr, Nancy T. Tippins, 2017-03-27 This second edition of the Handbook of Employee Selection has been revised and updated throughout to reflect current thinking on the state of science and practice in employee selection In this volume a diverse group of recognized scholars inside and outside the United States balance theory research and practice often taking a global perspective Divided into eight parts chapters cover issues associated with measurement such as validity and reliability as well as practical concerns around the development of appropriate selection procedures and implementation of selection programs Several chapters discuss the measurement of various constructs commonly used as predictors and other chapters confront criterion measures that are used in test validation Additional sections include chapters that focus on ethical and legal concerns and testing for certain types of jobs e g blue collar jobs The second edition features a new section on technology and employee selection The Handbook of Employee Selection Second Edition provides an indispensable reference for scholars researchers graduate students and professionals in industrial and organizational psychology human resource management and related fields

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available in the ebook version Selection in Human Resource Management Murray R. Barrick, Hubert S. Feild, Robert D. Gatewood, 2013 Human Resource Development 7th Edition Reid M A, **Selection of Candidates as a Function of Human Resources Management in the Company** Darko Lugonja, 2011-08-19 Research Paper undergraduate from the year 2010 in the subject Business economics Business Management Corporate Governance University of Zagreb Institute of Economics course MBA Human resources management and development language English abstract Contemporary business management is based on management of resources particularly human resources Planning recruiting and selecting candidates are key human resource functions Business leaders are continuously engaged in the process of reconsidering roles and goals managing the business in the most appropriate way Selection based upon internal candidates recruitment was a rule in a lack of certain employees profiles But solving the human resources insufficiency problem we often refocus our attention to external candidates recruitment and selection Besides contacts and collaboration with media and recruitment agencies we also need strengthening of our own potentials Selection through our own human resource department or engagement of selection agency professionals is a routine but when we have to cope with several constraints like human resources and financial resources limits then we have to rely on selection approach more flexible and adaptive to occasions Media support at least an adequate Internet promotion lead to rising number of candidates applications But choice of the right candidate is the art we have to accept the fact 3 C concept Cost communication and concept itself may help in improvising our candidate selection process Internet ensures wide communication to candidates through social networks and Internet generally but is not enough when focusing our attention to candidates and their potential In order to ensure choosing the right one or at least to follow the rule not to choose the wrong candidate nor to exclude the right one Systematic approach ensures planned results and candidates choices so we have to be aware of the fact that further development and focus onto new potentials and resources are basics for our business survival Keywords human resources candidate selection recruitment external resources 3C concept Internet **Human Resource Selection - HRM250**, 2009

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highlighting real world examples pertaining to these issues and relating it to the concepts within the chapter This best selling McGraw Hill Irwin Human Resource Management title provides students with the technical background needed to be a knowledgeable consumer of human resource HR products and services to manage HR effectively or to be a successful HR professional While clearly strategic in nature the text also emphasizes how managers can more effectively acquire develop compensate and manage the internal and external environment that relates to the management of human resources

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Institute and Fellow of the Higher Education Academy *Human Resources & Employee Selection* Salem Press, 2014-07-10

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Firstly people differ widely in their abilities knowledge interests and personality Secondly the jobs provided by the
organisation vary in their demands Thus choosing the right person for a job becomes a crucial factor in ensuring an effective
workforce and competitive advantages The objective of selection processes is finding the most capable and suitable
candidate i e that candidate who is most likely to deliver the best performance on the job To achieve this objective a wide
range of selection methods has been developed But despite a variety of methods many organisations if not the majority of
organisations stick to the classic trio of selection and rely on application forms references and unstructured interviews only
Certainly there is every reason to believe that there are some undeniable advantages in making the classic trio attractive to
many organisations But at the same time the classic trio is criticised for a number of considerable shortcomings and a low
efficiency compared to other selection methods In the following the advantages and disadvantages of the classic trio will be
briefly sketched The main criteria guiding the analysis will be reliability validity practicality generality fairness and costs of
the selection methods Afterwards some alternative selection methods will be reviewed and their competitive advantages over
the classic trio will be outlined We will analyse how job analysis data can help organisations to choose appropriate selection
methods Finally a number of possible reasons for resistance to the implementation of alternative selection methods will be
considered and an approach to overcome this r

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