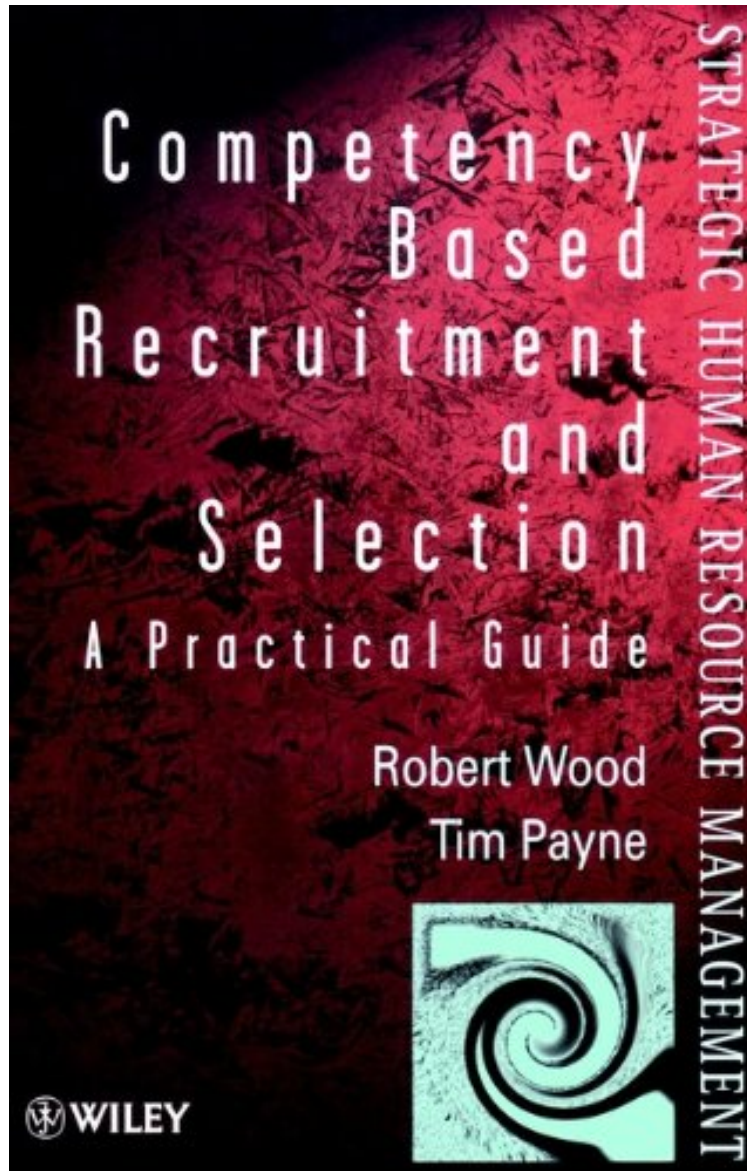


(Mobile pdf) Competency-Based Recruitment and Selection (Wiley Series in Strategic HRM)

Competency-Based Recruitment and Selection (Wiley Series in Strategic HRM)

Robert Wood, Tim Payne

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Robert Wood, Tim Payne : Competency-Based Recruitment and Selection (Wiley Series in Strategic HRM) before purchasing it in order to gauge whether or not it would be worth my time, and all praised Competency-Based Recruitment and Selection (Wiley Series in Strategic HRM):

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assessment techniques. It is written from a U.K. perspective, but translates well for U.S. readers. Pros: There is excellent food for thought on interviewing skills training. Cons: Weak information on finding candidates. Overall: Recommend for those looking to learn more about competency-based or behavioral-based interviewing. 0 of 0 people found the following review helpful. Good to give a guide By NinsGuides well 15 of 17 people found the following review helpful. A new breath for recruitment and selection process in the HR By Turgay BUGDACIGIL In the era of "Strategic Human Resources Management", this study is a new breath for recruitment and selection process. As written by Wood and Payne " the book effectively falls into four sections : * The context of recruitment and selection. * Attracting and sifting candidates. * Assessing candidates. * Decision making and evaluating. "To reinforce and dramatize what they are saying, Wood and Payne are going to run a case study throughout the book. I highly recommend this invaluable book to HR practitioners.

Much has been written on the various methods of recruiting and selecting staff, including how competencies, increasingly the building blocks of the recruitment and selection process, fit in. What, however, the personnel professional faced with recruiting wants to know is how to apply these mysterious methods. This book aims to do just that. Specifically, it provides a step-by-step guide for the recruitment, selection and assessment of candidates and includes: * the best practice aspects of recruitment and selection * the practical considerations important when implementing a process * leading edge, unreported methods developed in the field. HR managers will find this enlightening and instructive book enormously useful in their day-to-day functions. "For what is principally billed as a guide, the authors have provided a comprehensive and up to date collection of recruitment and selection practices with some valuable critiques of some of the more mysterious processes in use." Richard Donkin, Financial Times "Overall, it was refreshing to read a book that comes down firmly on their (competencies) side it forces you to take a fresh look at your current practices and to question how they are used." Sue Simons, People Management

From the Publisher This book highlights the best practice aspects of recruitment and selection based on professional research. It discusses the practical considerations important when implementing recruitment and selection processes, and utilizes leading edge methods developed in the field not reported elsewhere. From the Back Cover Much has been written on the various methods of recruiting and selecting staff, including how competencies, increasingly the building blocks of the recruitment and selection process, fit in. What, however, the personnel professional faced with recruiting wants to know is how to apply these mysterious methods. This book aims to do just that. Specifically, it provides a step-by-step guide for the recruitment, selection and assessment of candidates and includes: the best practice aspects of recruitment and selection the practical considerations important when implementing a process leading edge, unreported methods developed in the field. HR managers will find this enlightening and instructive book enormously useful in their day-to-day functions. "For what is principally billed as a guide, the authors have provided a comprehensive and up to date collection of recruitment and selection practices with some valuable critiques of some of the more mysterious processes in use." Richard Donkin, Financial Times "Overall, it was refreshing to read a book that comes down firmly on their (competencies) side?it forces you to take a fresh look at your current practices and to question how they are used." Sue Simons, People Management