

1. Record Nr.	UNINA9910157363103321
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Titolo	Successful interviewing : a talent-focused approach to successful recruitment and selection // Tony Miller
Pubbl/distr/stampa	New York, New York (222 East 46th Street, New York, NY 10017) : , : Business Expert Press, , 2017
Edizione	[First edition.]
Descrizione fisica	1 online resource (xix, 84 pages) : illustrations
Collana	Human resource management and organizational behavior collection, , 1946-5645
Disciplina	650.14
Soggetti	Employment interviewing
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Why a process? -- Step one: gathering information -- Step two: writing the advertisement -- Step three: prewriting the interview questions -- Step four: short-listing -- Step five: testing -- Step six: personality profiling -- Step seven: finalizing the interview questions -- Step eight: pre-interview administration -- Step nine: the interview -- Appendix 1 -- Appendix 2 -- Appendix 3 -- Credits -- Index.
Sommario/riassunto	This practical guide to recruiting talented people incorporates the latest innovations in interviewing techniques. The very latest research shows that a process approach to interviewing provides greater structure and has the potential for significantly reducing bias. Learn how to deter and filter the poor performers and benefit from structured prewritten score able questions that will really make a difference to interviewing effectiveness. In a time where all organizations are striving to get the best talented people, it makes sense for organizations to upgrade and review their interviewing procedures and incorporate whatever techniques are available to reduce interviewing errors. The evidence shows that many HR functions have failed in the past to understand the long-term financial consequences of poor performance or to realize that talented people do so much more work than other employees. Financial examples are shown in this book using data from the 2015 work done survey. Successful talent recruitment is a key management tool and is critical to any organization's long-term success. This book

gives you a detailed guide to the entire nine-step process with clear worked examples.

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