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Titolo	Assessing external job candidates [[electronic resource] /] / Jean M. Phillips and Stanley M. Gully
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Collana	Staffing strategically series
Altri autori (Persone)	GullyStanley Morris
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Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	External assessment goals -- External assessment methods -- Multiple methods -- Reducing adverse impact -- Assessment plans.
Sommario/riassunto	A practical resource, this reference for HR professionals, line-managers, hiring managers, and business leaders and consultants presents a discussion of different external assessment methods and their strengths and weaknesses. Identifying the primary goal of assessing an external candidate as finding a person who fits the job specifications-as well as screening out the people who will likely be poor performers-this handbook offers techniques for evaluating a hire's fit with the organization, group, and supervisor and their ability to execute the