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Titolo	Talent balancing [[electronic resource] ] : staffing your company for long-term success / / Jim Stedt
Pubbl/distr/stampa	Westport, CT, : Praeger Publishers, 2006
ISBN	1-282-40803-8 9786612408038 0-313-04917-3
Descrizione fisica	1 online resource (188 p.)
Disciplina	658.3/11
Soggetti	Employees - Recruiting Personnel management Employee selection Success in business Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	What is talent balancing? -- Basics of successful recruiting -- The job requisition -- Managing the hiring managers -- Job descriptions and salary structures -- The search -- Resumes -- The interview -- The job offer -- New hires and recruiting metrics.
Sommario/riassunto	When the economy was booming, it was hard to find good people. winning the talent war was a popular phrase, and those individuals with the right stuff could command hefty salaries and perks. When the economy crumbled, the headhunters were sent packing. Today, companies are starting to hire again, but instead of recruiting a group of fifty, they're hiring five. They're outsourcing and hiring temps. They're replacing staff due to turnovers, retirements, and areas that were downsized, rather than expanding. They're relying on reduced HR departments and in-house managers and staff to make critical