1. Record Nr. UNINA9910480815703321 Autore Barber Alison E Titolo Recruiting employees [[electronic resource]]: individual and organizational perspectives / / Alison E. Barber Thousand Oaks, Calif.; London,: SAGE, 1998 Pubbl/distr/stampa **ISBN** 1-322-42255-9 1-4522-4335-2 1-4522-5089-8 Descrizione fisica 1 online resource (184 p.) Collana Foundations for organizational science Disciplina 658.3 658.3/111 Soggetti **Employees - Recruiting** Electronic books. Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia Description based upon print version of record. Note generali Includes bibliographical references (p. 155-164) and index. Nota di bibliografia Nota di contenuto Cover: Foundations for Organizational Science: Contents: Acknowledgments; Introduction to the Series; Chapter 1 - Introduction; Key Dimensions of Recruitment; Using the Key Dimensions to Organize and Evaluate Recruitment Research; Structure of Remaining Chapters; Chapter 2 - Generating Applicants; Organizational Issues in Applicant Generation; Applicant Issues: The Decision to Apply; Spillover in Early Recruitment; Conclusion; Chapter 3 - Maintaining Applicant Status; Initial Face-to-Face Contacts; Recruitment and Attraction After the Initial Interview Communication Realism During RecruitmentConclusion; Chapter 4 -Influencing Job Choice; Content Issues in Job Choice Decisions; Job Choice Process; Job Choice Processes and Post-Hire Outcomes; Conclusion; Chapter 5 - Does Recruitment Matter? The Organization's Perspective; Utility Models of Recruitment; Recruitment and Organizational Effectiveness; Expanding the Traditional Recruitment Research Approach; Conclusion; Chapter 6 - Toward an Agenda for Recruitment Research; Key Dimensions of Recruitment: ""What do We

Know?; Guidelines for Future Research; Concluding Remarks;

References: Index

About the Author

Sommario/riassunto

This book describes the present state of knowledge about the processes by which organizations recruit new members. It discusses the three stages of recruitment and whether and how recruitment influences organizational outcomes.