

1. Record Nr.	UNINA9910794987803321
Autore	Coverdill James E.
Titolo	High tech and high touch : headhunting, technology, and economic transformation / / James E. Coverdill and William Finlay
Pubbl/distr/stampa	Ithaca, New York ; ; London, [England] : , : Cornell University Press, , 2017 ©2017
ISBN	1-5017-1400-7 1-5017-1399-X
Descrizione fisica	1 online resource (x, 191 pages)
Disciplina	658.31110973
Soggetti	Employees - Recruiting - United States Executives - Recruiting - United States Information technology - Economic aspects - United States Social media - Economic aspects - United States
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Previously issued in print: 2017.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Frontmatter -- Contents -- Acknowledgments -- Introduction: Headhunting in an Era of Digital and Economic Transformation -- 1 Getting Clients and Job Orders -- 2 Qualifying Clients and Job Orders -- Seeking Information, Assessing Risk, and Allocating Effort -- 4 Evolution or Revolution? -- 5 Booms, Busts, and Changing Labor Markets -- 6 Being a Headhunter -- Conclusion: What We Can Learn from Headhunters -- References -- Index
Sommario/riassunto	In High Tech and High Touch, James E. Coverdill and William Finlay invite readers into the dynamic world of headhunters, personnel professionals who acquire talent for businesses and other organizations on a contingent-fee basis. In a high-tech world where social media platforms have simplified direct contact between employers and job seekers, Coverdill and Finlay acknowledge, it is relatively easy to find large numbers of apparently qualified candidates. However, the authors demonstrate that headhunters serve a valuable purpose in bringing high-touch search into the labor market: they help parties on both sides of the transaction to define their needs and

articulate what they have to offer. As well as providing valuable information for sociologists and economists, High Tech and High Touch demonstrates how headhunters approach practical issues such as identifying and attracting candidates; how they solicit, secure, and evaluate search assignments from client companies; and how they strive to broker interactions between candidates and clients to maximize the likelihood that the right people land in the right jobs.
