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| 1. Record Nr. | UNINA9910816171903321 |
| Titolo | The employment interview handbook // Robert W. Eder and Michael M. Harris, editors |
| Pubbl/distr/stampa | Thousand Oaks, Calif., : Sage Publications, c1999 |
| ISBN | 1-4522-3904-5 0-7619-0648-7 1-4522-0551-5 1-4522-2124-3 |
| Edizione | [1st ed.] |
| Descrizione fisica | 1 online resource (xii, 419 p.) : ill |
| Altri autori (Persone) | EderRobert W HarrisMichael M |
| Disciplina | 658.3/1124 |
| Soggetti | Employment interviewing Personnel management |
| Lingua di pubblicazione | Inglese |
| Formato | Materiale a stampa |
| Livello bibliografico | Monografia |
| Note generali | Rev. ed. of: The employment interview. 1989. |
| Nota di bibliografia | Includes bibliographical references and index. |
| Nota di contenuto | Cover; Contents; Preface; Chapter 1 - Employment Interview Research: Historical Update and Introduction; Part I - Interview Outcomes: Validity, Fairness, and Applicant Reactions and Attraction; Chapter 2 - Validity Evidence; Chapter 3 - Unfair Discrimination Issues; Chapter 4 - Applicant Reactions; Chapter 5 - Enhancing Organizational Reputation to Attract Applicants; Part II - Constructs Assessed Expanded Notions of "Fit"; Chapter 6 - Assessing Personality; Chapter 7 - Establishing Person-Organization Fit; Chapter 8 - What is being Measured?; Chapter 9 - The Situational Interview Chapter 10 - Asking about past Behavior versus Hypothetical BehaviorPart III - The Interviewer's Decision-Making Process; Chapter 11 - Contextual Effects; Chapter 12 - Behavioral Confirmation of Interviewer Expectations; Chapter 13 - How Indirect Unfavorable Information is Evaluated; Chapter 14 - Are Some Interviewers Better than others?; Chapter 15 - Interviewer Experience and Expertise Effects; Chapter 16 - Using New Technology: The Group Support System; Chapter 17 - Communication and Interaction Processes; Chapter 18 - Impression Management Tactics |

Chapter 19 - Interviewing Training for Both Applicant and Interviewer
Part IV - Interviewer-Applicant Dynamics; Part V - Commentary on Theory, Research, and Practice; Chapter 20 - The Current and Future Status of Research on the Employment Interview; Chapter 21 - The State of Employment Interview Practice: Commentary and Extension; Index; About the Editors; About the Contributors

Sommario/riassunto

The Employment Interview Handbook provides a state-of-the-art review of research in the area of the employment interview. It includes a comprehensive review of various lines of research into employment interviewing.
