1. Record Nr. UNINA9910154782803321

Autore	Phillips Jean <1969->
Titolo	Strategic staffing / / Jean M. Phillips, Stan M. Gully
Pubbl/distr/stampa	Boston : , : Pearson, , 2015
ISBN	1-292-07350-0
Edizione	[Third edition, global edition.]
Descrizione fisica	1 online resource (448 pages) : illustrations (some color), tables
Collana	Always learning
Disciplina	658.3
Soggetti	Personnel management Employee selection
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Cover -- Title -- Copyright -- Contents -- Preface -- About the Authors -- Chapter 1 Strategic Staffing -- The Staffing Context -- Defining Strategic Staffing -- How Strategic Staffing Differs from Traditional Staffing -- The Components of Strategic Staffing -- Workforce Planning -- Sourcing and Recruiting Talent -- Selecting Talent -- Acquiring Talent -- Deploying Talent -- Retaining Talent -- Matchmaking Process -- The Goals of Strategic Staffing -- Identifying Staffing Goals -- Evaluating the Staffing System -- Integrating the Functional Areas of Human Resource Management -- Training -- Compensation -- Performance Management -- Career Development and Succession Management -- The Organization of This Book -- Summary -- Takeaway Points -- Discussion Questions -- Exercises -- Semester-Long Active Learning Project -- Case Study Assignment: Chern's -- Endnotes -- Chapter 2 Business and Staffing Strategies -- A Resource-Based View of the Firm -- What Is the Resource-Based View of the Firm? -- Requirements of a Competitive Advantage -- The Firm's Business Strategy -- Types of Business Strategies -- Making Changes to the Firm's Business Strategy-and Staffing -- How the Organizational Life Cycle Affects Staffing -- The Firm's Talent Philosophy -- Filling Vacancies or Hiring for Long-Term Careers -- The Firm's Commitment to Diversity -- Applicants and Employees as Either Assets or Investors -- The Firm's Commitment to Ethical Behavior -- Deriving the Firm's Staffing Strategy -- The Firm's Strategic Staffing Decisions -- Should We Establish a Core or Flexible Workforce? -- Should Our Talent Focus

Be Internal or External? -- Should We Hire People with the Skills We Need or Train Them to Develop Those Skills? -- Should Talent Be Replaced or Retained? -- Which Skills and What Level of Them Should We Seek? -- Should We Pursue Proactive or Reactive Staffing?.
Which Jobs Should We Focus On? -- Is Staffing an Investment or a Cost? -- Should Our Staffing Function Be Centralized or Decentralized? -- Achieving a Competitive Talent Advantage -- Summary -- Takeaway Points -- Discussion Questions -- Exercises -- Semester-Long Active Learning Project -- Case Study Assignment: Strategic Staffing at Chern's -- Endnotes -- Chapter 3 The Legal Context -- The Types of Employment Relationships -- Types of Employees -- Independent Contractors -- Outsourcing -- Laws and Regulations -- The Laws Relevant to Staffing -- Bona Fide Occupational Qualification (BFOQ) -- Global Issues -- Equal Employment Opportunity, Affirmative Action, and Quotas -- Equal Employment Opportunity -- Affirmative Action -- Quotas -- Enforcement Agencies -- The Equal Employment Opportunity Commission (EEOC) -- The Office of Federal Contract Compliance Programs (OFCCP) -- The Bases for Employment Lawsuits -- Disparate Treatment -- Adverse (or Disparate) Impact -- Defending Failure-to-Hire Lawsuits -- Fraudulent Recruitment -- Negligent Hiring -- Trade Secret Litigation -- Sexual Harassment -- EEOC Best Practices -- Barriers to Legally Defensible Staffing -- General Barriers -- Specific Barriers -- Summary -- Takeaway Points -- Discussion Questions -- Exercises -- Semester-Long Active Learning Project -- Case Study Assignment: Strategic Staffing at Chern -- Endnotes -- Chapter 4 Strategic Job Analysis and Competency Modeling -- Job Analysis and the Strategy Behind It -- Types of Job Analyses -- The Legal and Practical Reasons for Doing a Job Analysis -- Job Descriptions and Person Specifications -- Common Job Analysis Methods -- The Critical Incidents Technique -- The Job Elements Method -- Interview Methods -- The Task Inventory Approach -- The Structured Questionnaire Method -- Planning a Job Analysis -- Time and Resources -- Identifying Job Experts.
Identifying Appropriate Job Analysis Techniques -- Conducting a Job Analysis -- Get the Support of Top Management -- Communicate the Purpose of the Job Analysis to All Participants -- Collect Background Information -- Generate the Task Statements -- Generate the KSAOs -- Form the Job Duty Groupings -- Link the KSAOs Back to the Job Duties -- Collect Critical Incidents -- Weight the Job Duties -- Construct a Job Requirements Matrix -- Write the Job Description and Person Specification -- Other Methods: Competency Modeling and Job Rewards Analysis -- Competency Modeling -- Job Rewards Analysis -- Summary -- Takeaway Points -- Discussion Questions -- Exercises -- Semester-Long Active Learning Project -- Case Study Assignment: Strategic Staffing at Chern's -- Endnotes -- Chapter 5 Forecasting and Planning -- The Workforce Planning Process -- Forecasting A Firm's Labor Demand -- Seasonal Forecasts -- Interest Rate Forecasts -- Currency Exchange Rate Forecasts -- Competition-Based Forecasts -- Industry and Economic Forecasts -- Legal Factors -- Other Factors -- Internal Forecasting Tools -- Forecasting a Firm's Labor Supply -- Forecasting the Internal Labor Market -- Forecasting the External Labor Market -- Resolving the Gaps Between the Firm's Labor Supply and Labor Demand -- Dealing with a Temporary Talent Shortage -- Dealing with a Persistent Talent Shortage -- Dealing with a Temporary Employee Surplus -- Dealing with a Persistent Employee Surplus -- Staffing Planning -- How Many People Should Be Recruited? -- What Resources Are Needed? -- How Much Time Will It Take to Hire the Employees? -- Summary -- Takeaway Points -- Discussion Questions -- Exercises --

Semester-Long Active Learning Project -- Case Study Assignment: Strategic Staffing at Chern's -- Endnotes -- Chapter 6 Sourcing: Identifying Recruits -- What Is Sourcing?.
What Makes a Recruiting Source Effective? -- What Recruiting Sources Exist? -- Internal Recruiting Sources -- External Recruiting Sources -- Employee Referrals -- Creating a Sourcing Plan -- Profiling Desirable Employees -- Performing Ongoing Recruiting Source Effectiveness Analyses -- Prioritizing Recruiting Sources -- Sourcing Nontraditional Applicant Pools -- Workers with Disabilities -- Older Workers -- Welfare Recipients -- Global Sourcing and Geographic Targeting -- Global Sourcing -- Geographic Targeting -- Summary -- Takeaway Points -- Discussion Questions -- Exercises -- Semester-Long Active Learning Project -- Case Study Assignment: Strategic Staffing at Chern's -- Endnotes -- Chapter 7 Recruiting -- What Is Recruiting? -- How Applicants React to Recruiting? -- Fairness Perceptions -- Spillover Effects -- What Makes a Recruiter Effective? -- The Recruiter's Characteristics -- The Different Types of Recruiters -- Other Factors Influencing a Recruiter's Effectiveness -- Training and Developing Recruiters -- Recruiting Knowledge -- Interpersonal Skills -- Presentation Skills -- The Organization's Goals and Recruiting Objectives -- Legal Issues -- Multiple Assessments -- Applicant Attraction -- Recruiting Metrics -- Setting Recruiters' Goals -- Giving Recruiters the Incentive to Meet Their Goals -- Global Recruiting -- Developing Applicant Attraction Strategies -- Developing the Organization's Image and Brand -- Developing the Organization's Employer Brand -- Developing the Recruiting Message -- Developing Realistic Job Previews -- Developing Self-Assessment Tools -- Timing the Disclosure of Information -- Achieving Recruitment Consistency -- Developing a Recruiting Guide -- Following the EEOC's Best Recruiting Practices -- Summary -- Takeaway Points -- Discussion Questions -- Exercises -- Semester-Long Active Learning Project.
Case Study Assignment: Strategic Staffing at Chern's -- Endnotes -- Chapter 8 Measurement -- What Is Measurement? -- Describing and Interpreting Data -- Types of Measurement -- Scores -- Shifting the Normal Curve -- Using Data Strategically -- Correlations -- Interpreting Correlations -- Regressions -- What are the Characteristics of Useful Measures? -- Reliability -- Standard Error of Measurement -- Validity -- Using Existing Assessment Methods -- Selection Errors -- Standardization and Objectivity -- Creating and Validating an Assessment System -- Benchmarking -- Evaluating Assessment Methods -- Summary -- Takeaway Points -- Discussion Questions -- Exercises -- Semester-Long Active Learning Project -- Case Study Assignment: Strategic Staffing at Chern's -- Chapter Supplement -- Endnotes -- Chapter 9 Assessing External Candidates -- The Firm's External Assessment Goals -- Maximizing Fit -- Assessing Accurately -- Maximizing the Firm's Return on Its Investment in Its Assessment System -- Generating Positive Stakeholder Reactions -- Supporting the Firm's Talent Philosophy and Human Resource Strategy -- Establishing and Reinforcing the Firm's Employer Image -- Identifying New Hires' Developmental Needs -- Assessing Ethically -- Complying with the Law -- External Assessment Methods -- Screening Assessment Methods -- Evaluative Assessment Methods -- Contingent Assessment Methods -- Using Multiple Methods -- Reducing Adverse Impact -- Assessment Plans -- Summary -- Takeaway Points -- Discussion Questions -- Exercises -- Semester-Long Active Learning Project -- Case Study Assignment: Strategic Staffing at Chern's -- Endnotes -- Chapter 10 Assessing Internal Candidates -- The Firm's Internal Assessment Goals -- Evaluating Employees' Fit with Other Jobs -- Enhancing the Firm's

	Strategic Capabilities. Gathering Information with Which to Make Downsizing Decisions.
Sommario/riassunto	Where the strategy of staffing and business align.Strategic Staffing prepares all current and future managers to take a strategic and modern approach to the identification, attraction, selection, deployment, and retention of talent. Grounded in research but full of real-world examples, this text describes how organisations can develop a staffing strategy that reinforces business strategy, leverages staffing technology, and evaluates and improves staffing systems.This edition includes new and relevant topics on staffing that students will be able to immediately apply in their future career.

2.

Record Nr.	UNINA9911003653203321
Titolo	Current opinion in food science
Pubbl/distr/stampa	Amsterdam, The Netherlands : , : Elsevier, , [2015]-
ISSN	2214-8000
Descrizione fisica	1 online resource
Soggetti	Food - Microbiology Food - Analysis Food - Biotechnology Food Food - Research Nutrition Food Technology Food Analysis Food Microbiology Periodical Periodicals.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Periodico
Note generali	Refereed/Peer-reviewed

Sommario/riassunto

The subject of food science is divided into 12 major sections, each of which is reviewed once a year. Each volume contains one or two of the major sections, and the amount of space devoted to each section is related to its importance.