

Personnel Selection and Placement Stages

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Introduction

Recruiting is an important stage of the work with personnel, including calculation of staff requirements, model building of workplaces, professional recruitment and formation of the reserve. The essential element of the hiring can be called an adequate definition of the employer's needs. Documented basis for the development of the requirements is job description or professiogram. They contain a number of employees' qualifications and skills required for the achievement of the goals set by the company and the terms of the employment for this or that position.

Staff Recruitment

There are two sources of recruitment: internal, due to the employees of the organization, and external due to the resources of the external environment. External sources are the most common, as the company's resources are limited, and even if the substitution for the vacant position can be found within the corporation, his previous position becomes vacant and company needs to find the person to take it. External sources can be divided into two classes: cheap and expensive (Heather 37).

Low-cost sources include, for example, state employment agencies, contacts with universities. High-priced sources include, for example, recruitment agencies, publications in mass media, etc. Besides, there are external sources of potential job candidates, the use of which is free to the organization. First of all, there are different free Internet portals devoted to the publication of vacancies and resumes of applicants.

The company also may receive resumes from applicants themselves conducting an independent job search without recourse to intermediaries. Even under conditions of high unemployment, it is rather difficult to find a highly qualified expert, and companies resort to expensive sources of recruitment (Honkaniemi, Tolvanen, and Feldt 377). As

Personnel Selection And Placement

Ioannis Nikolaou, Janneke K. Oostrom



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Personnel Selection and Placement Marvin D. Dunnette, 1966 **Employee Recruitment, Selection, and Assessment** Ioannis Nikolaou, Janneke K. Oostrom, 2015-04-17

Personnel selection is changing. Whilst traditional face to face interviews are still common, the range of assessment processes that inform the selection of candidates is increasingly diverse, taking advantage not only of new technologies but also using new methods and strategies such as assessment centres and personality testing. This new collection looks at the most important contemporary issues in recruitment selection and assessment today, highlighting the latest research from the perspective of both recruiter and applicant. The book is written by an international range of prominent scholars in this area and provides up to date analysis of key topic areas including: How measurements of intelligence can impact on recruitment policies; The use and value of personality tests; An analysis of social interaction in the interview process; The value and impact of video resumes in recruitment; How social networks affect how applicants are perceived; Job analysis and competencies modelling. Part of the Current Issues in Work Organizational Psychology series, this is an important book that shines a light on the latest theory and practice in employee recruitment. It will interest not only students and researchers of Organizational Psychology, HRM and Business and Management but will also engage professionals in the field.

Introduction to Human Factors and Ergonomics for Engineers Mark R. Lehto, Steven J. Landry, 2012-10-26

With a practical applied orientation, this book presents and integrates in a single source important methods and tools used in the fields of industrial engineering, human factors and ergonomics to design and improve jobs, tasks and products. The author covers such topics as the human system, motion analysis, predicting human performance, simulation in ergonomic design, product quality and usability, macroergonomics and occupational safety and health. Each chapter offers challenging problems and examples to illustrate concepts. The new second edition features two new chapters that address human error causation and reduction and human computer interaction. It also includes updated figures.

Introduction to Industrial/Organizational Psychology Ronald E. Riggio, 2017-09-19

Introduction to Industrial/Organizational Psychology provides an accessible approach to psychological theory and its applications to the world of work. Using both classic theories and research along with the latest developments and innovations, this student centered text shows practical applications of theoretical concepts using examples from work situations that students may be familiar with, such as service industries, internet companies and startups, in addition to traditional office and factory work settings. Each chapter includes key terms and review questions, and the text features special sections highlighting applications of I/O psychology theories, psychological approaches to everyday work situations and current areas of research and practice. The seventh edition is thoroughly updated to include the latest research on each key topic. It also includes expanded coverage of international issues, job engagement and emerging topics in the field such as workplace bullying, virtual teams and organizations, agile organization structures and web based training and assessment. The book will be of interest to

undergraduate students in introductory I O psychology or psychology of work behavior courses For additional resources please consult the Companion Website at www.routledge.com/cw/riggio where instructors will find an expanded instructor's manual test bank and lecture slides and students will find chapter summaries and learning objectives Ronald E Riggio is the Henry R Kravis Professor of Leadership and Organizational Psychology at Claremont McKenna College He has published nearly two dozen authored or edited books and more than 150 articles and book chapters

Personnel Selection in Organizations Neal Schmitt, Walter C. Borman, 1992-11-27 Unprecedented advances in the scientific study of personnel selection have given researchers and practitioners new ideas and tools to achieve greater success in measuring and linking skills knowledge and abilities to job performance requirements *Personnel Selection in Organizations* is a timely presentation of emerging issues in research and practice providing new and exciting perspectives on the theoretical empirical and societal changes that will affect the study and practice of virtually every personnel selection topic The careful analysis of current procedures and practices joined with an insightful identification of areas where ongoing research is needed will be a valuable resource for all those interested in the continuing development of the field In sixteen original chapters leading experts highlight the personnel selection issues that will receive increasing attention in the years ahead The authors thoughtfully explore key subjects in this rapidly changing field including job analysis criterion development biographical and personality measures the concept of validity the changing demographics of the work population the decline of the manufacturing economy and the development of small organizations They examine specific topics such as recruitment and retention structured versus unstructured interviews the ethics and effectiveness of computerized psychological testing perceptions of selection fairness productivity turnover and absenteeism They also cover broader less traditional concerns including downsizing and retirement selection and staffing as a corporate strategy promoting job and life satisfaction organizational citizenship and commitment

Personnel Bibliography Series United States. Office of Personnel Management. Library, 1979

Personnel Selection Mark Cook, 2016-04-04 This is a fully updated edition of *Personnel Selection* a seminal text on the psychometric approach to personnel selection by a noted expert in the field Focuses on cutting edge topics including the influence of social networking sites adverse impact age differences and stereotypes distribution of work performance and the problems of selecting new employees using research based on incumbent employees Questions established beliefs in the field especially issues that have been characterized as not a problem such as differential validity over reliance on self report and faking good Contains expanded discussion of research and practice in the US and internationally while maintaining the definitive coverage of UK and European selection approaches Provides comprehensive yet accessible information for professionals and students as well as helpful pedagogical tools technical and statistical boxes simplified figures and tables research agenda boxes key point summaries and key references

Oswal-Gurukul Business Studies Chapterwise Objective + Subjective for CBSE Class 12 Term 2 Exam Oswal - Gurukul, 2021-12-29

Thesaurus of ERIC Descriptors , 1984

Personnel Selection and Job Placement of the Disadvantaged: Issues, Problems, and Suggestions Marvin D. Dunnette, MINNESOTA UNIV MINNEAPOLIS CENTER FOR THE STUDY OF ORGANIZATIONAL PERFORMANCE AND HUMAN EFFECTIVENESS., 1970 Processes and methods of personnel selection and job placement are discussed in the context of problems related to the employment of disadvantaged members of the labor force Issues problems and specific suggestions are made relative to defining differentiation as contrasted with unfair discrimination in employment individualizing the personnel decision process differential utility of various types and levels of decision accuracy and or error in making personnel decisions implications of current research for validating personnel decision procedures and new methods for interpreting studies which show differential test validities between different subgroups of the population The primary argument in the paper is that decisions about persons jobs and their interactions should be based on all possible information about the relative utilities of different personnel decisions Author **Research Bulletin** United States. Human Resources Research Center, San Antonio, 1952 **Effective Recruitment and Selection Practices** R. L. Compton, 2009 This new edition incorporates changes in legislation such as the transition from Work Choices to Forward with Fairness and includes changes and developments in practices due to technology workplace trends and the current economic situation Includes a table to map the contents of the book to the relevant TAFE competencies New Trends in Personnel Management A. D. Yahaya, Caleb I. Akinyele, 1992 **Annual Session**, 1959 **Personnel Selection and Productivity** Mark Cook, 1993 Covering the latest developments in the field this revised and updated study discusses structured interviewing the role of general mental ability in selection the validity of personality tests and the criteria of work performance **Canadian Human Resource Management** Hermann Franz Schwind, 1999 **Official Records**, 2009 **Individual Risk Preferences as Criteria in Personnel Selection and Placement** Roy Martin Richards, 1978 Psychology in Industrial Organizations Laurence Siegel, Irving M. Lane, 1974 **Membership Directory** American Chamber of Commerce of Mexico, 2004

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