

Barber

Recruiting Employees

Individual and Organizational Perspectives

Recruiting Employees describes what is currently known and what remains to be learned about the processes by which organizations recruit new members. In this volume, Alison E. Barber delineates three separate stages of recruitment generating applications, maintaining applicant status, and influencing job choice and discusses existing knowledge and important unanswered questions relevant to each of these stages. She also addresses the question of whether and how recruitment influences organizational outcomes. Traditional recruitment topics such as recruitment source effects and reactions to initial interviews are covered in detail. Alternative frameworks and different research, requiring different theoretical frameworks and different research methods, are also proposed. Researchers, scholars, and students interested in studying or contributing to the research literature on recruitment will find this a valuable resource.

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