

## 2019.2.HRIR305

Reading list for HRIR305 Employee Recruitment and Selection

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@inbook{A. Podsiadlowski\_C. Ward\_2010, address={New York}, title={Chapter 14 - 'Global mobility and bias in the workplace' of The Psychology of Global Mobility}, volume={International and cultural psychology}, url={https://ebookcentral.proquest.com/lib/vuw/reader.action?docID=603309&ppg=277}, booktitle={The psychology of global mobility}, publisher={Springer}, author={A. Podsiadlowski and C. Ward}, year={2010} }

@article{Bangerter, A.; Roulin, N; König, C J., title={Personnel selection as a signaling game}, volume={97}, url={https://search.proquest.com/docview/901639892/B93065CFB05B4240PQ/1?accountid=14782}, journal={Journal of Applied Psychology}, author={Bangerter, A.; Roulin, N; König, C J.}, pages={719-738} }

@misc{Bogen, M; Rieke, A., title={Help Wanted: an examination of hiring algorithms, equity and bias}, url={https://www.upturn.org/reports/2018/hiring-algorithms/}, author={Bogen, M; Rieke, A.} }

@book{Brown\_Hesketh\_Williams\_2004, address={Oxford}, title={The mismanagement of talent: employability and jobs in the knowledge economy}, url={https://ebookcentral.proquest.com/lib/vuw/detail.action?docID=422439}, publisher={Oxford University Press}, author={Brown, Phillip and Hesketh, Anthony and Williams, Sara}, year={2004} }

@misc{Cappelli, P, title={Your Approach to Hiring Is All Wrong}, url={https://hbr.org/2019/05/recruiting#your-approach-to-hiring-is-all-wrong}, author={Cappelli, P} }

@book{Cascio\_2006, address={Boston}, edition={7th ed}, title={Managing human resources: productivity, quality of work life, profits}, publisher={McGraw-Hill/Irwin}, author={Cascio, Wayne F.}, year={2006} }

@book{Cascio\_Aguinis\_2011, address={Harlow}, edition={7th ed., International ed}, title={Applied psychology in human resource management}, publisher={Pearson Education}, author={Cascio, Wayne F. and Aguinis, Herman}, year={2011} }

@book{Cook\_2004, address={Chichester, West Sussex, England}, edition={4th ed}, title={Personnel selection: adding value through people}, url={http://www.loc.gov/catdir/toc/ecip043/2003008913.html}, publisher={J. Wiley}, author={Cook, Mark}, year={2004} }

@article{Ehrhart\_2005, title={Why Are Individuals Attracted to Organizations?},

volume={31}, DOI={10.1177/0149206305279759}, number={6}, journal={Journal of Management}, author={Ehrhart, K. H.}, year={2005}, month={Dec}, pages={901-919}

@book{Evers\_Anderson\_Voskuijl\_2005, address={Malden, MA}, title={The Blackwell handbook of personnel selection}, volume={Handbooks in management}, url={http://www.loc.gov/catdir/toc/ecip059/2005006582.html}, publisher={Blackwell Publishing}, author={Evers, Arne and Anderson, Neil and Voskuijl, Olga}, year={2005} }

@article{Furnham\_2018, title={The Great Divide: Academic Versus Practitioner Criteria for Psychometric Test Choice}, volume={100}, DOI={10.1080/00223891.2018.1488134}, number={5}, journal={Journal of Personality Assessment}, author={Furnham, Adrian}, year={2018}, month={Sep}, pages={498-506} }

@article{Georgiou\_Gouras\_Nikolaou\_2019, title={Gamification in employee selection: The development of a gamified assessment}, DOI={10.1111/ijsa.12240}, journal={International Journal of Selection and Assessment}, author={Georgiou, Konstantina and Gouras, Athanasios and Nikolaou, Ioannis}, year={2019}, month={Apr} }

@article{Kullmann\_2019, title={Discriminating Job Applicants Through Algorithmic Decision-Making}, DOI={10.2139/ssrn.3373533}, journal={SSRN Electronic Journal}, author={Kullmann, Miriam}, year={2019} }

@inbook{M. Orlitzky\_2007, title={Chapter 14 - 'Recruitment Strategy' of The Oxford Handbook of Human Resource Management}, url={http://www.oxfordhandbooks.com/view/10.1093/oxfordhb/9780199547029.001.0001/oxfordhb-9780199547029-e-14}, booktitle={The Oxford handbook of human resource management}, author={M. Orlitzky}, year={2007} }

@inbook{Martin, title={Chapter - 'Regulating private recruiters: the core issues' of Merchants of Labour}, url={http://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS\_PUBL\_9290147806\_EN/lang--en/index.htm}, booktitle={Merchants of labour}, author={Martin, P.} }

@article{Miles\_Sadler-Smith\_2014, title={"With recruitment I always feel I need to listen to my gut": the role of intuition in employee selection}, volume={43}, DOI={10.1108/PR-04-2013-0065}, number={4}, journal={Personnel Review}, author={Miles, Andrew and Sadler-Smith, Eugene}, year={2014}, month={May}, pages={606-627} }

@book{O'Driscoll\_Taylor\_Kalliath\_2003, address={Melbourne}, title={Organisational psychology in Australia and New Zealand}, publisher={Oxford University Press}, author={O'Driscoll, Michael P. and Taylor, Paul J. and Kalliath, Thomas}, year={2003} }

@inbook{Phillip Brown\_Anthony Hesketh\_Sara Williams\_2004, address={Oxford}, title={Chapter 5 - 'The science of gut feeling' of The Mismanagement of Talent: Employability and Jobs in the Knowledge Economy}, url={http://www.oxfordscholarship.com/view/10.1093/acprof:oso/9780199269532.001.0001/acprof-9780199269532-chapter-5}, booktitle={The mismanagement of talent:

employability and jobs in the knowledge economy}, publisher={Oxford University Press}, author={Phillip Brown and Anthony Hesketh and Sara Williams}, year={2004} }

@inbook{R. Dipboye\_S. Johnson\_2008, address={New York}, title={Chapter 3 - "The clash between "best practices" for selection and national culture" of The Influence of Culture on Human Resource Management Processes and practices}, volume={Series in Applied Psychology}, url={http://www.VUW.eblib.com/EBLWeb/patron/?target=patron&extendedid=P\_321534\_0 &}, booktitle={The influence of culture on human resource management processes and practices}, publisher={Psych Press}, author={R. Dipboye and S. Johnson}, year={2008} }

@inbook{Robert Evans\_Theo Christopher\_Thomas Stoffel\_2000, address={Sydney, N.S.W.}, title={Chapter 12 - 'Managing human resource costs: costing HRM services' of Human Resource Strategies: an Applied Approach}, booktitle={Human resource strategies: an applied approach}, publisher={McGraw-Hill Book Company Australia}, author={Robert Evans and Theo Christopher and Thomas Stoffel}, year={2000} }

@inbook{Rosalind H. Searle\_2004, address={New York}, title={Chapter 3 - 'Selection assessment: reliability and validity' of Selection and Recruitment}, booktitle={Selection & recruitment: a critical text}, publisher={Palgrave Macmillan}, author={Rosalind H. Searle}, year={2004} }

@article{Roulin\_Levashina\_2019, title={LinkedIn as a new selection method: Psychometric properties and assessment approach}, volume={72}, DOI={10.1111/peps.12296}, number={2}, journal={Personnel Psychology}, author={Roulin, Nicolas and Levashina, Julia}, year={2019}, month={Jun}, pages={187-211} }

@article{Sackett\_Walmsley\_2014, title={Which Personality Attributes Are Most Important in the Workplace?}, volume={9}, DOI={10.1177/1745691614543972}, number={5}, journal={Perspectives on Psychological Science}, author={Sackett, P. R. and Walmsley, P. T.}, year={2014}, month={Sep}, pages={538-551} }

@inbook{Sara L Rynes\_Alison E Barber\_Gale H Varma\_2000, address={Malden}, title={Chapter 10 - 'Research on the employment interview' of Industrial and Organizational Psychology: Linking Theory with Practice}, volume={Manchester business and management}, booktitle={Industrial and organizational psychology: linking theory with practice}, publisher={Blackwell Publishers}, author={Sara L Rynes and Alison E Barber and Gale H Varma}, year={2000} }

@book{Searle\_2004, address={New York}, title={Selection & recruitment: a critical text}, publisher={Palgrave Macmillan}, author={Searle, Rosalind}, year={2004} }

@book{Spencer\_Spencer\_1993, address={New York}, title={Competence at work: models for superior performance}, publisher={Wiley}, author={Spencer, Lyle M. and Spencer, Signe M.}, year={1993} }

@article{Stockdale\_William\_Arevshatian\_2018, title={"Do I fit in?" Signals on corporate websites}, volume={26}, DOI={10.1108/HRMID-08-2018-0159}, number={7}, journal={Human Resource Management International Digest}, author={Stockdale, Emma and William, Laura Catherine and Arevshatian, Lilith}, year={2018}, month={Oct},

pages={7-11} }

@article{Stone\_Deadrick\_Lukaszewski\_Johnson\_2015, title={The influence of technology on the future of human resource management}, volume={25}, DOI={10.1016/j.hrmr.2015.01.002}, number={2}, journal={Human Resource Management Review}, author={Stone, Dianna L. and Deadrick, Diana L. and Lukaszewski, Kimberly M. and Johnson, Richard}, year={2015}, month={Jun}, pages={216-231} }

@inbook{van Vianen\_2005, address={Malden, MA}, title={Chapter 19 - 'A review of person-environment fit research: prospects for personnel selection' of The Blackwell Handbook of Personnel Selection}, volume={Handbooks in management}, url={http://www.loc.gov/catdir/toc/ecip059/2005006582.html}, booktitle={The Blackwell handbook of personnel selection}, publisher={Blackwell Publishing}, author={van Vianen, A.}, year={2005} }

@article{Vieira Campos Proença\_Valente Dias de Oliveira\_2009, title={From normative to tacit knowledge: CVs analysis in personnel selection}, volume={31}, DOI={10.1108/01425450910965469}, number={4}, journal={Employee Relations}, author={Vieira Campos Proença, Maria Teresa and Valente Dias de Oliveira, Eva Teresa}, year={2009}, month={Jul}, pages={427-447} }

@inbook{Voskuijl\_2005, address={Malden, MA}, title={Chapter 2 - 'Job analysis: current and future perspectives' of The Blackwell Handbook of Personnel Selection}, volume={Handbooks in management}, url={http://www.loc.gov/catdir/toc/ecip059/2005006582.html}, booktitle={The Blackwell handbook of personnel selection}, publisher={Blackwell Publishing}, author={Voskuijl, O.}, year={2005} }

@book{Wanous\_1992, address={Reading, Mass}, edition={2nd ed}, title={Organizational entry: recruitment, selection, orientation, and socialization of newcomers}, volume={Addison-Wesley series on managing human resources}, publisher={Addison-Wesley Pub. Co}, author={Wanous, John P.}, year={1992} }

@book{Yu\_Cable\_2014, address={Oxford}, title={The Oxford handbook of recruitment}, volume={Oxford library of psychology}, publisher={Oxford University Press}, author={Yu, Kang Yang Trevor and Cable, Daniel M.}, year={2014} }

@article{Zide\_Elman\_Shahani-Denning\_2014, title={LinkedIn and recruitment: how profiles differ across occupations}, volume={36}, DOI={10.1108/ER-07-2013-0086}, number={5}, journal={Employee Relations}, author={Zide, Julie and Elman, Ben and Shahani-Denning, Comila}, year={2014}, month={Jul}, pages={583-604} }