2019.2.HRIR305

Reading list for HRIR305 Employee Recruitment and Selection



A. Podsiadlowski and C. Ward. 2010. 'Chapter 14 - "Global Mobility and Bias in the Workplace" of The Psychology of Global Mobility'. In The Psychology of Global Mobility. Vol. International and cultural psychology. New York: Springer.

https://ebookcentral.proquest.com/lib/vuw/reader.action?docID=603309&ppg=277.

Bangerter, A.; Roulin, N; König, C J. n.d. 'Personnel Selection as a Signaling Game'. Journal of Applied Psychology 97: 719–38.

https://search.proquest.com/docview/901639892/B93065CFB05B4240PQ/1?accountid=147 82.

Bogen, M; Rieke, A. n.d. 'Help Wanted: An Examination of Hiring Algorithms, Equity and Bias'. https://www.upturn.org/reports/2018/hiring-algorithms/.

Brown, Phillip, Anthony Hesketh, and Sara Williams. 2004. The Mismanagement of Talent: Employability and Jobs in the Knowledge Economy. Oxford: Oxford University Press. https://ebookcentral.proquest.com/lib/vuw/detail.action?docID=422439.

Cappelli, P. n.d. 'Your Approach to Hiring Is All Wrong'. https://hbr.org/2019/05/recruiting#your-approach-to-hiring-is-all-wrong.

Cascio, Wayne F. 2006. Managing Human Resources: Productivity, Quality of Work Life, Profits. 7th ed. Boston: McGraw-Hill/Irwin.

Cascio, Wayne F., and Herman Aguinis. 2011. Applied Psychology in Human Resource Management. 7th ed., International ed. Harlow: Pearson Education.

Cook, Mark. 2004. Personnel Selection: Adding Value through People. 4th ed. Chichester, West Sussex, England: J. Wiley. http://www.loc.gov/catdir/toc/ecip043/2003008913.html.

Ehrhart, K. H. 2005. 'Why Are Individuals Attracted to Organizations?' Journal of Management 31 (6): 901–19. https://doi.org/10.1177/0149206305279759.

Evers, Arne, Neil Anderson, and Olga Voskuijl. 2005. The Blackwell Handbook of Personnel Selection. Vol. Handbooks in management. Malden, MA: Blackwell Publishing. http://www.loc.gov/catdir/toc/ecip059/2005006582.html.

Furnham, Adrian. 2018. 'The Great Divide: Academic Versus Practitioner Criteria for Psychometric Test Choice'. Journal of Personality Assessment 100 (5): 498–506. https://doi.org/10.1080/00223891.2018.1488134.

Georgiou, Konstantina, Athanasios Gouras, and Ioannis Nikolaou. 2019. 'Gamification in

Employee Selection: The Development of a Gamified Assessment'. International Journal of Selection and Assessment, April. https://doi.org/10.1111/ijsa.12240.

Kullmann, Miriam. 2019. 'Discriminating Job Applicants Through Algorithmic Decision-Making'. SSRN Electronic Journal. https://doi.org/10.2139/ssrn.3373533.

M. Orlitzky. 2007. 'Chapter 14 - "Recruitment Strategy" of The Oxford Handbook of Human Resource Management'. In The Oxford Handbook of Human Resource Management. http://www.oxfordhandbooks.com/view/10.1093/oxfordhb/9780199547029.001.0001/oxfor dhb-9780199547029-e-14.

Martin, P. n.d. 'Chapter - "Regulating Private Recruiters: The Core Issues" of Merchants of Labour'. In Merchants of Labour.

http://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS_PUBL_92901 47806_EN/lang--en/index.htm.

Miles, Andrew, and Eugene Sadler-Smith. 2014. "With Recruitment I Always Feel I Need to Listen to My Gut": The Role of Intuition in Employee Selection'. Personnel Review 43 (4): 606–27. https://doi.org/10.1108/PR-04-2013-0065.

O'Driscoll, Michael P., Paul J. Taylor, and Thomas Kalliath. 2003. Organisational Psychology in Australia and New Zealand. Melbourne: Oxford University Press.

Phillip Brown, Anthony Hesketh, and Sara Williams. 2004. 'Chapter 5 - "The Science of Gut Feeling" of The Mismanagement of Talent: Employability and Jobs in the Knowledge Economy'. In The Mismanagement of Talent: Employability and Jobs in the Knowledge Economy. Oxford: Oxford University Press.

http://www.oxfordscholarship.com/view/10.1093/acprof:oso/9780199269532.001.0001/acprof-9780199269532-chapter-5.

R. Dipboye and S. Johnson. 2008. 'Chapter 3 - "The Clash between "Best Practices" for Selection and National Culture" of The Influence of Culture on Human Resource Management Processes and Practices'. In The Influence of Culture on Human Resource Management Processes and Practices. Vol. Series in Applied Psychology. New York: Psych Press.

http://www.VUW.eblib.com/EBLWeb/patron/?target=patron&extendedid=P_321534_0&.

Robert Evans, Theo Christopher, and Thomas Stoffel. 2000. 'Chapter 12 - "Managing Human Resource Costs: Costing HRM Services" of Human Resource Strategies: An Applied Approach'. In Human Resource Strategies: An Applied Approach. Sydney, N.S.W.: McGraw-Hill Book Company Australia.

Rosalind H. Searle. 2004. 'Chapter 3 - "Selection Assessment: Reliability and Validity" of Selection and Recruitment'. In Selection & Recruitment: A Critical Text. New York: Palgrave Macmillan.

Roulin, Nicolas, and Julia Levashina. 2019. 'LinkedIn as a New Selection Method: Psychometric Properties and Assessment Approach'. Personnel Psychology 72 (2): 187–211. https://doi.org/10.1111/peps.12296.

Sackett, P. R., and P. T. Walmsley. 2014. 'Which Personality Attributes Are Most Important in the Workplace?' Perspectives on Psychological Science 9 (5): 538–51.

https://doi.org/10.1177/1745691614543972.

Sara L Rynes, Alison E Barber, and Gale H Varma. 2000. 'Chapter 10 - "Research on the Employment Interview" of Industrial and Organizational Psychology: Linking Theory with Practice'. In Industrial and Organizational Psychology: Linking Theory with Practice. Vol. Manchester business and management. Malden: Blackwell Publishers.

Searle, Rosalind. 2004. Selection & Recruitment: A Critical Text. New York: Palgrave Macmillan.

Spencer, Lyle M., and Signe M. Spencer. 1993. Competence at Work: Models for Superior Performance. New York: Wiley.

Stockdale, Emma, Laura Catherine William, and Lilith Arevshatian. 2018. "Do I Fit in?" Signals on Corporate Websites'. Human Resource Management International Digest 26 (7): 7–11. https://doi.org/10.1108/HRMID-08-2018-0159.

Stone, Dianna L., Diana L. Deadrick, Kimberly M. Lukaszewski, and Richard Johnson. 2015. 'The Influence of Technology on the Future of Human Resource Management'. Human Resource Management Review 25 (2): 216–31. https://doi.org/10.1016/j.hrmr.2015.01.002.

Vianen, A. van. 2005. 'Chapter 19 - "A Review of Person-Environment Fit Research: Prospects for Personnel Selection" of The Blackwell Handbook of Personnel Selection'. In The Blackwell Handbook of Personnel Selection. Vol. Handbooks in management. Malden, MA: Blackwell Publishing. http://www.loc.gov/catdir/toc/ecip059/2005006582.html.

Vieira Campos Proença, Maria Teresa, and Eva Teresa Valente Dias de Oliveira. 2009. 'From Normative to Tacit Knowledge: CVs Analysis in Personnel Selection'. Employee Relations 31 (4): 427–47. https://doi.org/10.1108/01425450910965469.

Voskuijl, O. 2005. 'Chapter 2 - "Job Analysis: Current and Future Perspectives" of The Blackwell Handbook of Personnel Selection'. In The Blackwell Handbook of Personnel Selection. Vol. Handbooks in management. Malden, MA: Blackwell Publishing. http://www.loc.gov/catdir/toc/ecip059/2005006582.html.

Wanous, John P. 1992. Organizational Entry: Recruitment, Selection, Orientation, and Socialization of Newcomers. 2nd ed. Vol. Addison-Wesley series on managing human resources. Reading, Mass: Addison-Wesley Pub. Co.

Yu, Kang Yang Trevor, and Daniel M. Cable. 2014. The Oxford Handbook of Recruitment. Vol. Oxford library of psychology. Oxford: Oxford University Press.

Zide, Julie, Ben Elman, and Comila Shahani-Denning. 2014. 'LinkedIn and Recruitment: How Profiles Differ across Occupations'. Employee Relations 36 (5): 583–604. https://doi.org/10.1108/ER-07-2013-0086.