# 2019.2.HRIR305

Reading list for HRIR305 Employee Recruitment and Selection



[1]

Bogen, M; Rieke, A., 'Help Wanted: an examination of hiring algorithms, equity and bias'. https://www.upturn.org/reports/2018/hiring-algorithms/

[2]

A. Podsiadlowski and C. Ward, '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, 2010. [Online]. Available: https://ebookcentral.proquest.com/lib/vuw/reader.action?docID=603309&ppg=277

[3]

P. Martin, 'Chapter - "Regulating private recruiters: the core issues" of Merchants of Labour', in Merchants of labour, [Online]. Available: http://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS\_PUBL\_92901 47806\_EN/lang--en/index.htm

[4]

D. L. Stone, D. L. Deadrick, K. M. Lukaszewski, and R. Johnson, 'The influence of technology on the future of human resource management', Human Resource Management Review, vol. 25, no. 2, pp. 216–231, Jun. 2015, doi: 10.1016/j.hrmr.2015.01.002.

[5]

E. Stockdale, L. C. William, and L. Arevshatian, '"Do I fit in?" Signals on corporate websites', Human Resource Management International Digest, vol. 26, no. 7, pp. 7–11, Oct. 2018, doi: 10.1108/HRMID-08-2018-0159.

[6]

K. H. Ehrhart, 'Why Are Individuals Attracted to Organizations?', Journal of Management, vol. 31, no. 6, pp. 901–919, Dec. 2005, doi: 10.1177/0149206305279759.

[7]

Bangerter, A.; Roulin, N; König, C J., 'Personnel selection as a signaling game', Journal of Applied Psychology, vol. 97, pp. 719–738, [Online]. Available: https://search.proquest.com/docview/901639892/B93065CFB05B4240PQ/1?accountid=14782

[8]

A. van Vianen, '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, 2005. [Online]. Available:

http://www.loc.gov/catdir/toc/ecip059/2005006582.html

[9]

O. Voskuijl, '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, 2005. [Online]. Available: http://www.loc.gov/catdir/toc/ecip059/2005006582.html

[10]

M. Orlitzky, 'Chapter 14 - "Recruitment Strategy" of The Oxford Handbook of Human Resource Management', in The Oxford handbook of human resource management, 2007. [Online]. Available:

http://www.oxfordhandbooks.com/view/10.1093/oxfordhb/9780199547029.001.0001/oxfordhb-9780199547029-e-14

[11]

J. Zide, B. Elman, and C. Shahani-Denning, 'LinkedIn and recruitment: how profiles differ across occupations', Employee Relations, vol. 36, no. 5, pp. 583–604, Jul. 2014, doi: 10.1108/ER-07-2013-0086.

# [12]

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

# [13]

R. Dipboye and S. Johnson, '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, 2008. [Online]. Available:

http://www.VUW.eblib.com/EBLWeb/patron/?target=patron&extendedid=P 321534 0&

#### [14]

N. Roulin and J. Levashina, 'LinkedIn as a new selection method: Psychometric properties and assessment approach', Personnel Psychology, vol. 72, no. 2, pp. 187–211, Jun. 2019, doi: 10.1111/peps.12296.

### [15]

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

# [16]

M. T. Vieira Campos Proença and E. T. Valente Dias de Oliveira, 'From normative to tacit knowledge: CVs analysis in personnel selection', Employee Relations, vol. 31, no. 4, pp. 427–447, Jul. 2009, doi: 10.1108/01425450910965469.

#### [17]

Phillip Brown, Anthony Hesketh, and Sara Williams, '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, 2004. [Online]. Available: http://www.oxfordscholarship.com/view/10.1093/acprof:oso/9780199269532.001.0001/acprof-9780199269532-chapter-5

# [18]

Rosalind H. Searle, 'Chapter 3 - "Selection assessment: reliability and validity" of Selection and Recruitment', in Selection & recruitment: a critical text, New York: Palgrave Macmillan, 2004.

### [19]

A. Miles and E. Sadler-Smith, '"With recruitment I always feel I need to listen to my gut": the role of intuition in employee selection', Personnel Review, vol. 43, no. 4, pp. 606–627, May 2014, doi: 10.1108/PR-04-2013-0065.

# [20]

A. Furnham, 'The Great Divide: Academic Versus Practitioner Criteria for Psychometric Test Choice', Journal of Personality Assessment, vol. 100, no. 5, pp. 498–506, Sep. 2018, doi: 10.1080/00223891.2018.1488134.

# [21]

K. Georgiou, A. Gouras, and I. Nikolaou, 'Gamification in employee selection: The development of a gamified assessment', International Journal of Selection and Assessment , Apr. 2019, doi: 10.1111/ijsa.12240.

### [22]

P. R. Sackett and P. T. Walmsley, 'Which Personality Attributes Are Most Important in the Workplace?', Perspectives on Psychological Science, vol. 9, no. 5, pp. 538–551, Sep. 2014, doi: 10.1177/1745691614543972.

#### [23]

Sara L Rynes, Alison E Barber, and Gale H Varma, '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, 2000.

#### [24]

Robert Evans, Theo Christopher, and Thomas Stoffel, '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, 2000.

[25]

K. Y. T. Yu and D. M. Cable, The Oxford handbook of recruitment, vol. Oxford library of psychology. Oxford: Oxford University Press, 2014.

[26]

W. F. Cascio and H. Aguinis, Applied psychology in human resource management, 7th ed., International ed. Harlow: Pearson Education, 2011.

[27]

W. F. Cascio, Managing human resources: productivity, quality of work life, profits, 7th ed. Boston: McGraw-Hill/Irwin, 2006.

[28]

M. P. O'Driscoll, P. J. Taylor, and T. Kalliath, Organisational psychology in Australia and New Zealand. Melbourne: Oxford University Press, 2003.

[29]

J. P. Wanous, 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, 1992.

[30]

M. Cook, Personnel selection: adding value through people, 4th ed. Chichester, West Sussex, England: J. Wiley, 2004. [Online]. Available: http://www.loc.gov/catdir/toc/ecip043/2003008913.html

[31]

A. Evers, N. Anderson, and O. Voskuijl, The Blackwell handbook of personnel selection, vol. Handbooks in management. Malden, MA: Blackwell Publishing, 2005. [Online]. Available: http://www.loc.gov/catdir/toc/ecip059/2005006582.html

[32]

R. Searle, Selection & recruitment: a critical text. New York: Palgrave Macmillan, 2004.

[33]

L. M. Spencer and S. M. Spencer, Competence at work: models for superior performance. New York: Wiley, 1993.

[34]

P. Brown, A. Hesketh, and S. Williams, The mismanagement of talent: employability and jobs in the knowledge economy. Oxford: Oxford University Press, 2004. [Online]. Available: https://ebookcentral.proguest.com/lib/vuw/detail.action?docID=422439