Recruitment and Selection: A Framework for Success: Psychology @ Work Series

Dominic Cooper, Ivan T. Robertson, Gordon Tinline

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The emphasis on high quality personnel recruitment is fast becoming a key concern in today's business environment. Organizations are moving away from what was traditionally a lottery when recruiting staff. Drawing on the latest scientific research this guide offers a 'framework for action' to assist selectors, and students studying in this field, in this difficult task. The framework covers topics such as identifying customer needs, setting decision-making standards, developing ideas for continuous improvements and optimizing the design and return on investment of selection procedures. This framework enables the selector to predict future job performances with much greater accuracy, while helping their company to survive, prosper and grow. In addition to managers and HR professionals, students of management and occupational psychology at undergraduate and MBA level will benefit from the clear and concise coverage of this important topic.

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