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I purchased this book for a course on Strategic Recruiting and Staffing for my Masters program. The book is a fabulous resource of information for someone learning the process or for a seasoned professional needing to review information or find a few new ideas on recruiting and staffing.

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Phillips treats staffing as an integrated process that begins with an understanding of a company's business strategy and continues through planning, sourcing,

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recruiting, selecting, negotiating, socializing, career planning, retaining, and transitioning employees into other roles and out of the organization.

STRATEGIC STAFFING, 4e | Chicago Business Press

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Over the past 10 years, advancing technology and the increased application of data analytics have changed the practices of sourcing, recruiting, and staffing. Strategic Staffing is grounded in research, communicates practical and modern staffing concepts and the role of staffing in organizational performance, and is engaging to read.

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The project develops strategic staffing skills in addition to developing tacit knowledge about the strategic staffing process. Readers apply the material and develop their staffing skills by working on a book-long case and completing assignments at the end of each chapter, and by viewing and rating videos of candidates in structured and unstructured employment interviews.

Where the strategy of staffing and business align. Strategic Staffing prepares all current and future managers to take a strategic and modern approach to the identification, attraction, selection, deployment, and retention of talent. Grounded in research but full of real-world examples, this text describes how organizations can develop a staffing strategy that reinforces business strategy, leverages staffing technology, and evaluates and improves staffing systems. This edition includes new and relevant topics on staffing that students will be able to immediately apply in their future career.

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Exploring the relationship between strategy, advantage, and staffing, this guide shows that a firm's talent philosophy and business creed determine its employment needs and explains that a company's choice and execution of hires directly relates to its overall business sense and competitive edge. Examining nine strategic staffing decisions all firms must make, this essential reference illustrates the importance of people in the quality of a company's technology and products.

Co-published with SHRM. Many organizations understand the benefits of a longer-term approach to staffing: reduced turnover and hiring costs, improved efficiency and morale, and ultimately greater profits. Unfortunately, traditional approaches to strategic staffing are often more effective on paper than in the workplace. Strategic Staffing: Second Edition shows how to identify staffing needs and opportunities through qualitative and quantitative measures, and presents several effective, nontraditional approaches to strategic staffing. Bechet includes factors as diverse as promotions, retirements, "decruiting" (the active management of staff out of an organization), termination, and even retention. Featuring full case studies and dozens of examples, the book is both enlightening and practical. And to help readers create their own staffing plans, the companion site has holds a trove of invaluable tools, including:

- PowerPoint(TM) slide presentations •
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Calculations and analyses • Sample staffing plans, and much more. Integrating a strategic approach to staffing can result in reduced turnover and hiring costs, improved efficiency and morale, and ultimately greater profits. This book is a detailed, process-oriented guide that offers all the tools staffing professionals need.

Almost Nothing that "Olof Krarer the Eskimo" Said in Lectures on Her Culture was True. --

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