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As Canada continues to move towards
a high-skilled knowledge economy,
immigrant professionals are necessary

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to fill the shortfall of required workers. This study is designed to answer important conceptual and practical questions about the reasons for a gap between an organization's goal to hire immigrant professionals and the actual outcome. Utilizing a case study of three multinational corporations, all

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recipients of Canada's Best Diversity Employer award, 18 informants were interviewed. These informants included recruiters and hiring managers working across Canada, holding positions of junior manager to executive. By analyzing the organizations' recruitment and

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selection processes, a better understanding of what strategic human resource management (SHRM) systems lead to immigrant professional hiring has been gained. Focusing on vertical and horizontal linkages under a configurationally SHRM theory, it is evident that

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implementation of a holistic process is fundamental to improving recruitment and selection of immigrant professionals outcomes. This research adds to the body of work of SHRM by applying a micro perspective and provides recommendations for practical applications.

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Since the first edition of this popular textbook appeared in 1984, the Charter of Rights and Freedoms has transformed the role of the courts in Canadian politics. The book introduces students to issues raised by the new political role of Canadian judges. The revised and updated third edition

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features new introductions and new readings that deal with current issues in the realm of Canadian law and politics.

This book constitutes the refereed proceedings of the 11th Joint Conference on Knowledge-Based Software-Engineering, JCKBSE 2014,

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held in Volgograd, Russia, in September 2014. The 59 full and 3 short papers presented were carefully reviewed and selected from 197 submissions. The papers are organized in topical sections on methodology and tools for knowledge discovery and data mining; methods

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and tools for software engineering education; knowledge technologies for semantic web and ontology engineering; knowledge-based methods and tools for testing, verification and validation, maintenance and evolution; natural language processing, image analysis

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and recognition; knowledge-based methods and applications in information security, robotics and navigation; decision support methods for software engineering; architecture of knowledge-based systems, including intelligent agents and softbots; automating software design

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and synthesis; knowledge management for business processes, workflows and enterprise modeling; knowledge-based methods and applications in bioscience, medicine and justice; knowledge-based requirements engineering, domain analysis and modeling; intelligent user

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interfaces and human-machine interaction; lean software engineering; program understanding, programming knowledge, modeling programs and programmers.

The Psychology of Job Interviews
Canadian Human Resource
Management

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The Canadian Criminal Justice System
Assessment Methods in Recruitment,
Selection & Performance

The Centennial Story

Marine Traffic Regulator Recruitment
and Selection Program

Psychometric Tests

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Volume 1 provides essential practice for any job applicant who has to face a selection test. Many of the processes influencing recruitment to an adult fish

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population or entry into a fishery occur very early in life. The variations in life histories and behaviours of young fish and the selective processes operating on this

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***variation ultimately
determine the identities
and abundance of
survivors. This important
volume brings together
contributions from many
of the world's leading***

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***researchers from the field
of fish ecology. The book
focuses on three major
themes of pressing
importance in the
analysis of the role that
the early life history of***

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***fishes plays in the
number and quality of
recruits: the selective
processes at play in their
early life history; the
contributions of early life
history to the***

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***understanding of
recruitment.***

***"World Health
Organization (WHO) has
drawn up a
comprehensive set of
strategies to help***

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countries encourage health workers to live and work in remote and rural areas. These include refining the ways students are selected and educated, as well as

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***creating better working
and living conditions ...
The guidelines are a
practical tool all
countries can use. As
such, they complement
the WHO Global Code of***

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***Practice on the
International Recruitment
of Health Personnel,
adopted by the Sixty-
third World Health
Assembly."--Preface.
Global Mobility and the***

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***Management of
Expatriates***

***The Naval Service of
Canada, 1910-2010***

***International Handbook
of Educational Leadership
and Administration***

Page 23/134

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***A Canadian Perspective
Contemporary Issues for
Theory and Practice
An Issues Approach to
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Justice***

Effective corporate initiatives

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and processes are the bedrock of successful organizations; the "Developing Practice" series provides manager with essential frameworks to identify, formulate and implement the best policies and practice in the

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management and development of people. The New Police Officer During the past twenty years the tasks required of police officers have expanded and changed with dramatic rapidity. The traditional roles of

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the police had been those of law enforcement and the maintenance of public order. As a consequence police officers were typically large-bodied males, selected for their physical abilities and trained to accept orders and

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enforce the law. Over the past two decades, however, the industrialized nations have placed a variety of new demands on police officers. To traditional law enforcement and public order tasks have been added social work,

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mental health duties, and community relations work. For example, domestic disputes, violence between husbands and wives, lovers, relatives, etc. , have increased in frequency and severity (or at least there has been a

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dramatic increase in reporting the occurrence of domestic violence). Our societies have no formal system to deal with domestic disputes and the responsibility to do so, in most countries, has fallen to the police. In fact, in some

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areas as many as 607. of calls for service to the police are related to domestic disputes (see the chapter in this text by Dutton). As a result the police officer has had to become a skilled social worker, able to intervene with sensi ti vi ty in

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domestic situations.

Alternatively, in the case of West Germany, the officer has had to learn to work co-operatively with social workers (see the chapter by Steinhilper).

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Handbook builds on the success of the first by providing a fully updated and expanded overview of the field of human resource management. Bringing together contributions from leading international scholars

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management, while contextualizing practice within wider theoretical considerations.

Internationally minded chapters combine a critical overview with discussion of key debates and research, as

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**well as comprehensively
dealing with important
emerging interests. The
second edition of this
Handbook remains an
indispensable resource for
advanced students and
researchers in the field. PART**

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**01: Context of Human
Resource Management PART**
**02: Fundamentals of Human
Resource Management PART**
03: Contemporary Issues
The French Foreign Legion
**Strategic Human Resource
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**Early Life History and
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Canada
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creation of Diploma, Post Graduate Diploma or NVQ programmes for managers. It is accredited with all leading awarding bodies. Authoritative but accessible and lively material New, exciting and flexible approach to management development

EDITORS This introduction to the

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International Handbook of Educational Leadership and Administration describes some of the motivation for developing the book and several assumptions on which is based much of the work represented in its 31 chapters. A synopsis of the contents of those chapters is also provided.

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SOME KEY ASSUMPTIONS It is sometimes suggested that the search for an adequate understanding of leadership is doomed to fail. After all, there is little evidence of agreement about the concept in spite of prodigious efforts dating back hundreds if not thousands of years.

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Such a view is captured, for example, in Bennis' observation that: Of all the hazy and confounding areas in social psychology, leadership theory undoubtedly contends for top nomination. Probably more has been written and less is known about leadership than any other topic in the

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behavioural sciences. (1959, page 259) We do not find this state of affairs discouraging (nor entirely accurate) and, of course, it did not prevent Bennis from proceeding either. One reason for our desire to continue in the face of such discouraging words is that a great deal of leadership research

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aspires to develop a general theory, a theory which applies to all or most domains of organized human activity.

This aspiration inevitably produces decontextualized and, therefore, abstract categories of practice.

Howard Gardner's (1995) depiction of leadership as story telling is a case in

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point.

Most people, at some point in their lives, experience the stress of being interviewed for a job they want. Many also face the challenge of interviewing other people. But what does the science tell us about this unique social situation? What biases are involved,

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and how can we become aware of them? And how can job interviews be structured so that they are fair and effective? The Psychology of Job Interviews is the first book to provide an accessible and concise overview of what we know. Based on empirical research rather than second hand

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advice, it discusses the strategies and tactics that both applicants and interviewers can use to make their interviews more successful; from how to make a good first impression to how to decide which candidate is the best fit for the role. Illustrated with examples throughout, the book guides

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job applicants on how best to prepare for and perform in an interview, and provides managers with best-practice advice in selecting the right candidate. Debunking several popular myths along the way, this is essential reading for anyone interested in understanding what is really happening in a job

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interview, whichever side of the desk you are sitting.

Increasing Access to Health Workers
in Remote and Rural Areas Through
Improved Retention

A Case Study

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Changing Nature of Work
Global Policy Recommendations
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designed to meet the needs
of both students and

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practitioners working in human resources or personnel psychology. It provides an up-to-date review of the current issues and methodologies that are used in recruiting and

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selecting employees for Canadian organizations. Over the years the field of personnel selection and staffing has become more quantitative and subject to both federal and provincial

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human rights legislation. This book provides an introduction to these more technical areas through an easy-to-read style. Each chapter includes examples, cases, and other materials

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that illustrate how the practices discussed in the text are carried out in both private- and public-sector organizations. Many of these illustrations are drawn from current events reported in

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the media.

Canada has not only the largest in terms of numbers, but also the most elaborate and longest-standing skilled labour migration system in the OECD. Largely as a result

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of many decades of managed labour migration, more than one in five people in Canada is foreign-born, one of the highest shares in the OECD. 60% of Canada's foreign-born population are

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highly educated, the highest share OECD-wide.

Commended for the 2009
Keith Matthews Award This
lavishly illustrated
commemorative volume
chronicles the full century,

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1910-2010, of the Canadian Navy as a proud national institution. Known Officially until 1968 as the Royal Canadian navy and since then as the Maritime Command of the Canadian

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Forces, the naval service of Canada has played an important role in the development and security of our nation. The foreword for this book is by Her Excellency Governor General

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Michaëlle Jean (as
commander-in-chief of the
Canadian Forces) and the
contributors are highly
recognized authorities on
their particular period. The
contributors' comprehensive

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coverage, drawing upon a multitude of primary archival sources and secondary volumes by other authors, includes the originals of the Canadian Navy back to 1867, both world wars, the Korean

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conflict, the Cold War period, and a look at the navy of the future. There is also a section on naval war art. The result is a sweeping survey history that will appeal to a broad cross-section of

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readers, including those who love all things navy, navy veterans and their families, historians, and librarians.

The Wiley Blackwell
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of Recruitment, Selection

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and Employee Retention

The Role of Psychology

The SAGE Handbook of

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Kit

Recruiting Immigrant
Workers: Canada 2019
Social Media in Employee
Selection and Recruitment
**Fundamentals of Human
Resource Management:**

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People, Data, and Analytics provides a current, succinct, and interesting introduction to the world of HRM with a special emphasis on how data can help managers make better decisions about the

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**people in their organizations.
Authors Talya Bauer, Berrin
Erdogan, David Caughlin, and
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edge case studies and
contemporary examples to
illustrate key concepts and**

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knowledge about practices in HRM. Recruitment and Selection in Canada, Sixth Edition, is designed to meet the needs of both students and practitioners working in human resources or personnel

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psychology. It provides an up-to-date review of the current issues and methodologies that are used in recruiting and selecting employees for Canadian organizations. The sixth edition features a new

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design and a new CourseMate site to engage students with online learning material.

Personnel selection is changing. Whilst traditional face-to-face interviews are still common, the range of

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assessment processes that inform the selection of candidates is increasingly diverse, taking advantage not only of new technologies, but also using new methods and strategies, such as assessment

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centres and personality testing. This new collection looks at the most important contemporary issues in recruitment, selection and assessment today, highlighting the latest research from the

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perspective of both recruiter and applicant. The book is written by an international range of prominent scholars in this area, and provides up-to-date analysis of key topic areas, including: How

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can impact on recruitment
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**A Cross-cultural Comparison of
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Practices Between Canada and**

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Chile

Police Selection and Training

With approximately 50 million people across the globe considered expatriates (persons living and working abroad for a limited time), global mobility is an

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important issue for individuals, organisations, and national governments, and a major research stream in universities and business schools. Written by a team of internationally renowned scholars from around the world,

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this volume summarises what is known about the management of global mobility and sets an agenda for future research. It also offers a comprehensive overview of the practical implications for organisations that manage

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expatriates, and individuals who are currently or aspiring expatriates. Providing an accessible and globally relevant introduction to the subject of expatriation and global mobility, this book will appeal to

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postgraduate, MBA, and EMBA students studying global mobility or international human resource management. It will also be of interest to practitioners, such as human resource managers and global mobility managers, who

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would like to gain a better understanding of the expatriation process.

How we recruit future healthcare professionals is critically important, as the demand for high quality healthcare increases

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across the globe. This book questions what the evidence tells us about how best to select those most suited to a career in healthcare, ensuring that the approaches used are relevant and fair to all who apply. The editors

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of this collection take a comprehensive look at the latest research surrounding recruitment and selection into healthcare roles. Each chapter is authored by leading experts and, using international case material, the

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practical implications for workforce policy are explored. They review the key stages in designing effective selection systems and discuss how best to evaluate the quality of selection processes. Evidence from role

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analysis studies as well as the effectiveness of different selection methods including aptitude and situational judgment tests, personality assessment and interviews are examined. Chapters also cover approaches to

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student selection and recruitment for postgraduate trainees through to senior appointments. Finally they highlight contemporary issues in recruitment, including the use of technology, selecting for values, candidate perceptions,

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*Resources: A Canadian
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become proficient in the
required capabilities set
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application. This text is
aimed primarily at
undergraduate students who*

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*are studying Human
Resources Management.
This book gives the reader
a straightforward and
continuous survey of the
history of the French
Foreign Legion. By*

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*outlining the Legion's
vicissitudes, victorious
campaigns, epic marches,
heroic and sometimes
hopeless stands, dirtiest
combats and dramatic
defeats, but also by*

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briefly placing the Legion back in the historical background of France, and by describing its development, organization, uniforms, equipments and weapons, the author hopes

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to dispel myths, and try to give a true and accurate picture of what the French Foreign Legion has been from 1831 until today. There are well-researched, detailed line

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*drawings throughout.
Edenborough has written a
comprehensive guide that
examines the formal
assessment methods used in
both recruitment and
performance management. He*

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social media platforms—from Twitter and Facebook to LinkedIn and other career sites—to find and hire personnel. Its balanced approach explains why and how social media are commonly used in both employee recruitment and

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selection, exploring relevant theoretical constructs and practical considerations about their appropriateness and validity. Contributors clarify a confusing cyberscape with recommendations and best practices, legal and ethical

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issues, pitfalls and problems, and possibilities for standardization. And the book ' s insights on emerging and anticipated developments will keep the reader abreast of the field as it evolves. Included in the coverage:

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personnel selection and hiring
resource: Reservations and
recommendations. • Game-
thinking within social media to
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Social media, big data, and
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of social media by BRIC nations during the selection process. ·
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really John Smith?

Misrepresentations and misattributions of candidates using social media and social networking sites. Social Media in Employee Selection and Recruitment is a bedrock reference for

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industrial / organizational psychology
and human resources academics
currently or planning to conduct
research in this area, as well as for
academic libraries. Practitioners
considering consulting social media
as part of human resource planning

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or selection system design will find it a straight-talking guide to staying competitive.

Recruitment and Selection in
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This handbook makes a unique
contribution to the fields of

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organizational psychology and human resource management by providing comprehensive coverage of the contemporary field of employee recruitment, selection and retention. It provides critical reviews of key topics such as job analysis,

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technology and social media in recruitment, diversity, assessment methods and talent management, drawing on the work of leading thinkers including Melinda Blackman, Nancy Tippins, Adrian Furnham and Binna Kandola. The

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contributors are drawn from diverse backgrounds and a wide range of countries, giving the volume a truly international feel and perspective. Together, they share important new work which is being undertaken around the globe but is not always

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easily accessible to real-world practitioners and students.

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Law, Politics and the Judicial
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Selection and Recruitment in the

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Healthcare Professions

People, Data, and Analytics

Political Recruitment

*The administration of
justice is an area of
social policy that defies
attempts to achieve a*

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*balance between order and
the protection of the
public and respect for
individual rights. The
media contain daily
accounts of the failure of
the criminal justice*

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*system to repress crime.
It is within this social
and legal context that
this work is situated. In
addition to including a
range of articles in the
standard areas of*

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*policing, courts, and
corrections, recent
articles deal with such
controversial issues as
aboriginal justice, the
recruitment of visible
minorities by Canadian*

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*police forces, and the
role of women in the
Canadian criminal justice
system. The collection
concludes with a critical
assessment of the
retributive model that*

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currently serves as the philosophical underpinnings of the Canadian criminal justice system.

This handbook provides an overview of the research

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*on the changing nature of
work and workers by
marshalling
interdisciplinary research
to summarize the empirical
evidence and provide
documentation of what has*

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actually changed.

*Connections are explored
between the changing
nature of work and macro-
level trends in
technological change,
income inequality, global*

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labor markets, labor unions, organizational forms, and skill polarization, among others. This edited volume also reviews evidence for changes in workers,

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including generational change (or lack thereof), that has accumulated across domains. Based on documented changes in work and worker behavior, the handbook derives

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implications for a range of management functions, such as selection, performance management, leadership, workplace ethics, and employee well-being. This evaluation of

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the extent of changes and their impact gives guidance on what best practices should be put in place to harness these developments to achieve success.