

Headhunters Matchmaking In The Labor Market ILR Press S

Getting the books **Headhunters Matchmaking In The Labor Market ILR Press s** now is not type of inspiring means. You could not without help going in the same way as books hoard or library or borrowing from your friends to entre them. This is an totally simple means to specifically get lead by on-line. This online broadcast Headhunters Matchmaking In The Labor Market ILR Press s can be one of the options to accompany you subsequent to having new time.

It will not waste your time. tolerate me, the e-book will utterly announce you additional concern to read. Just invest little mature to right to use this on-line broadcast **Headhunters Matchmaking In The Labor Market ILR Press s** as skillfully as evaluation them wherever you are now.

International Bibliography of Book Reviews of Scholarly Literature Chiefly in the Fields of Arts and Humanities and the Social Sciences - 2002

Journal of Economic Literature - 2004

The Network Trap - Meryl Bushell 2020-04-28

As we begin the third decade of the twenty-first century, women have entered the workplace in unprecedented numbers, are now outperforming men in terms of educational qualifications, and are excelling across a range of professional fields. Yet men continue to occupy the positions of real power in large corporations. This book draws on unique, unprecedented access to Chairs of FTSE 350 Chairs, boardroom aspirants and executive head-hunters, to explain why this is the case. The analysis it presents establishes that the relative absence of women in boardroom roles is not explained by their lack of relevant skills, experience or ambition, but instead by their exclusion from the powerful male-dominated networks of key organisational decision-makers. It is from within these networks that candidates are sourced, endorsed, sponsored, and championed. Yet women's efforts to penetrate these networks are instead likely to trap them into network relationships that will be of little value in helping them to fulfil their career aspirations. The analysis also identifies why women struggle to gain access to these networks, and in doing so, it demonstrates that the network trap in which women find themselves will not be overcome simply by encouraging them to change their networking behaviours. Instead, there is a need for a fundamental reconsideration of how boardroom recruitment and selection is conducted and regulated, to ensure the development of a more open, transparent and equitable process.

The SAGE Handbook of the Sociology of Work and Employment - Stephen Edgell 2015-09-30

The SAGE Handbook of the Sociology of Work and Employment is a landmark collection of original contributions by leading specialists from around the world. The coverage is both comprehensive and comparative (in terms of time and space) and each 'state of the art' chapter provides a critical review of the literature combined with some thoughts on the direction of research. This authoritative text is structured around six core themes: Historical Context and Social Divisions The Experience of Work The Organization of Work Nonstandard Work and Employment Work and Life beyond Employment Globalization and the Future of Work. Globally, the contours of work and employment are changing dramatically. This handbook helps academics and practitioners make sense of the impact of these changes on individuals, groups, organizations and societies. Written in an accessible style with a helpful introduction, the retrospective and prospective nature of this volume will be an essential resource for students, teachers and policy-makers across a range of fields, from business and management, to sociology and organization studies.

Worker Centers - Janice Ruth Fine 2006

As national policy is debated, a locally based grassroots movement is taking the initiative to assist millions of immigrants in the American workforce facing poor pay, bad working conditions, and few prospects to advance to better jobs. Fine takes a comprehensive look at the rising phenomenon of worker centers, fast-growing institutions that improve the lives of immigrant workers through service advocacy and organizing.—from publisher information.

Emerging Conceptions of Work, Management and the Labor Market - Steven P. Vallas 2017-06-14
Economic institutions are undergoing radical transformations, and with these has come a reconfiguration of labor market institutions, managerial conceptions of work, and the nature of authority and control over employees as well. This volume addresses a wide array of questions to better understand these dramatic changes.

Communities and Technologies - M.H. Huysman 2003-08-31

The book contains 24 research articles related to the emerging research field of Communities and Technologies (C&T). The papers treat subjects such as online communities, communities of practice, Community support systems, Digital Cities, regional communities and the internet, knowledge sharing and communities, civil communities, communities and education and social capital. As a result of a very quality-oriented review process, the work reflects the best of current research and practice in the field of C&T.

Flawed System/Flawed Self - Ofer Sharone 2013-10-16

Today 4.7 million Americans have been unemployed for more than six months. In France more than ten percent of the working population is without work. In Israel it's above seven percent. And in Greece and Spain, that number approaches thirty percent. Across the developed world, the experience of unemployment has become frighteningly common—and so are the seemingly endless tactics that job seekers employ in their quest for new work. Flawed System/Flawed Self delves beneath these staggering numbers to explore the world of job searching and unemployment across class and nation. Through in-depth interviews and observations at job-search support organizations, Ofer Sharone reveals how different labor-market institutions give rise to job-search games like Israel's résumé-based "spec games"—which are focused on presenting one's skills to fit the job—and the "chemistry games" more common in the United States in which job seekers concentrate on presenting the person behind the résumé. By closely examining the specific day-to-day activities and strategies of searching for a job, Sharone develops a theory of the mechanisms that connect objective social structures and subjective experiences in this challenging environment and shows how these different structures can lead to very different experiences of unemployment.

Sociology, Work and Industry - Tony Watson 2008-04-30

This popular text effectively explains and justifies the use of the sociological imagination to understand the nature of institutions of work, occupations, organizations, management and employment, and how they are changing in the twenty-first century. With outstanding breadth of coverage, it provides an authoritative overview of both traditional and emergent themes in the sociological study of work; explains the basic logic of sociological analysis of work and work-related institutions and provides an appreciation of different theoretical traditions. It considers: the direction and implications of trends in technological change, globalization, labour markets, work organization, managerial practices and employment relations the extent to which these trends are intimately related to changing patterns of inequality in modern societies and to the changing experiences of individuals and families the ways in which workers challenge, resist and make their own contributions to the patterning of work and shaping of work institutions. New features include an easy to read layout, key issues questions, mini case studies, chapter summaries, and a fantastic Companion Website which is packed full of useful resources (for students and teachers). All of these elements - and

much more – provide the reader with a text unrivalled in the field.

[Newsletter](#) - Industrial Relations Research Association 1995

Blurring Corporate Boundaries - Esther Batia Neuwirth 2004

Professional Work - Elizabeth Gorman 2020-10-15

Current challenges to the legitimacy of expert knowledge has caused professional control over knowledge, autonomy at work, orientation toward public service, and social status to have declined. In this collection, scholars examine the nature of these changes and how they have altered the experience of professional workers.

[Down and Out in the New Economy](#) - Ilana Gershon 2017-04-12

Preface: a book about advice, not an advice book -- Introduction: the company you keep -- You are just like Coca-Cola: selling your self through personal branding -- Being generic--and not--in the right way -- Getting off the screen and into networks -- Didn't we meet on LinkedIn? -- Changing the technological infrastructure of hiring -- The decision makers: what it means to be a hiring manager, recruiter, or HR person -- When moving on is the new normal -- Conclusion: we wanted a labor force but human beings came instead

Sociology, Work and Industry - Tony Watson 2002-09-11

First published in 2002. Routledge is an imprint of Taylor & Francis, an informa company.

Global Investment Competitiveness Report 2019/2020 - World Bank Group 2020-07-06

The Global Investment Competitiveness Report 2019-2020 provides novel analytical insights, empirical evidence, and actionable recommendations for governments seeking to enhance investor confidence in times of uncertainty. The report's findings and policy recommendations are organized around "3 ICs" - they provide guidance to governments on how to increase investments' contributions to their country's development, enhance investor confidence, and foster their economies' investment competitiveness. The report presents results of a new survey of more than 2,400 business executives representing FDI in 10 large developing countries: Brazil, China, India, Indonesia, Malaysia, Mexico, Nigeria, Thailand, Turkey, and Vietnam. The results show that over half of surveyed foreign businesses have already been adversely affected by policy uncertainty, experiencing a decrease in employment, firm productivity, or investment. Foreign investors report that supporting political environments, stable macroeconomic conditions, and conducive regulatory regimes are their top three investment decision factors. Moreover, the report's new global database of regulatory risk shows that predictability and transparency increase investor confidence and FDI flows. The report also assesses the impact of FDI on poverty, inequality, employment, and firm performance using evidence from various countries. It shows that FDI in developing countries yields benefits to their firms and citizens-including more and better-paid jobs-but governments need to be vigilant about possible adverse consequences on income distribution. The report is organized in 5 chapters:

Chapter 1 presents the results of the foreign investor survey. Chapter 2 explores the differential performance and development impact of greenfield FDI, local firms acquired by multinational corporations (i.e. brownfield FDI), and domestically-owned firms using evidence from six countries. Chapter 3 assesses the impact of FDI on poverty, inequality, employment and wages, using case study evidence from Ethiopia, Turkey and Vietnam. Chapter 4 presents a new framework to measure FDI regulatory risk that is linked to specific legal and regulatory measures. Chapter 5 focuses on factors for increasing the effectiveness of investment promotion agencies.

Work and Labor in the Digital Age - Steven P. Vallas 2019-07-04

This volume presents the most recent studies of work and labor in the digital age as it unfolds in both Europe and the United States.

High Tech and High Touch - James E. Coverdill 2017-11-15

In *High Tech and High Touch*, James E. Coverdill and William Finlay invite readers into the dynamic world of headhunters, personnel professionals who acquire talent for businesses and other organizations on a contingent-fee basis. In a high-tech world where social media platforms have simplified direct contact between employers and job seekers, Coverdill and Finlay acknowledge, it is relatively easy to find large

numbers of apparently qualified candidates. However, the authors demonstrate that headhunters serve a valuable purpose in bringing high-touch search into the labor market: they help parties on both sides of the transaction to define their needs and articulate what they have to offer. As well as providing valuable information for sociologists and economists, *High Tech and High Touch* demonstrates how headhunters approach practical issues such as identifying and attracting candidates; how they solicit, secure, and evaluate search assignments from client companies; and how they strive to broker interactions between candidates and clients to maximize the likelihood that the right people land in the right jobs.

Sociology, Work and Organisation - Tony Watson 2011-09-19

Sociology, Work and Organisation builds on the five popular and successful editions of *Sociology, Work and Industry*. The new text is outstanding in how effectively it explains the value of using the sociological imagination to understand the nature of institutions of work, organisations, occupations, management and employment and how they are changing in the 21st century. The book combines intellectual depth with accessible language and a user-friendly layout. It is unrivalled in the breadth of its coverage and its authoritative overview of both traditional and emergent themes in the sociological study of work and organisation. It explains the basic logic of the sociological analysis of work and the way work is organised, whilst also providing an appreciation of the different theoretical traditions which the subject draws upon. It fully considers: the direction and implication of trends in technological change, globalisation, labour markets, work organisation, managerial practices and employment relations the extent to which these trends are intimately related to changing patterns of inequality in modern societies and to the changing experiences of individuals and families the ways in which workers challenge, resist and make their own contributions to the patterning of work and shaping of work institutions. Key features include: a new sign-posting system which integrates material and brings out themes which run through the various chapters; 'key issue' guides and summaries with each chapter; and the identifying of key concepts throughout the book, which are then brought together in an unrivalled glossary and concept guide at the end.

A Precarious Game - Ergin Bulut 2020

A Precarious Game is an ethnographic examination of video game production. The developers that Ergin Bulut researched for almost three years in a medium-sized studio in the U.S. loved making video games that millions play. Only some, however, can enjoy this dream job, which can be precarious and alienating for many others. That is, the passion of a predominantly white-male labor force relies on material inequalities involving the sacrificial labor of their families, unacknowledged work of precarious testers, and thousands of racialized and gendered workers in the Global South. *A Precarious Game* explores the politics of doing what one loves. In the context of work, passion and love imply freedom, participation, and choice, but in fact they accelerate self-exploitation and can impose emotional toxicity on other workers by forcing them to work endless hours. Bulut argues that such ludic discourses in the game industry disguise the racialized and gendered inequalities on which a profitable transnational industry thrives. Within capitalism, work is not just an economic matter, and the political nature of employment and love can still be undemocratic even when based on mutual consent. As Bulut demonstrates, rather than considering work simply as a matter of economics based on trade-offs in the workplace, we should consider the question of work and love as one of democracy rooted in politics.

The British National Bibliography - Arthur James Wells 2002

Handbook of Psychology, Industrial and Organizational Psychology - Irving B. Weiner 2012-10-16

Psychology is of interest to academics from many fields, as well as to the thousands of academic and clinical psychologists and general public who can't help but be interested in learning more about why humans think and behave as they do. This award-winning twelve-volume reference covers every aspect of the ever-fascinating discipline of psychology and represents the most current knowledge in the field. This ten-year revision now covers discoveries based in neuroscience, clinical psychology's new interest in evidence-based practice and mindfulness, and new findings in social, developmental, and forensic psychology.

The Good Temp - Vicki Smith 2010-08-20

Temporary agencies place approximately two and a half million people in jobs each day in the United

States. Every year, about twelve million people use these placement agencies to find temporary work. Many Americans, even those who desire permanent jobs, decide to enter the labor market through the portal of temporary agencies. Compared with the post-World War II era, when it was a marginal labor practice, temporary employment is today an entrenched feature of jobs and labor markets. How have temporary employment relationships become so widespread and normalized? In *The Good Temp*, Vicki Smith and Esther B. Neuwirth provide some novel answers to this question. Their provocative analysis is based on an insider's view of the interior dynamics of a temporary help agency in Silicon Valley. It incorporates a historical perspective on the rise of the temporary help service industry. Smith and Neuwirth document how this powerful industry not only created a new market for temporary labor but also played a fundamental role in the erosion of the permanent employment model. They analyze how agencies themselves came to manufacture and market this reinvented product—the good temp, an employee who is effective and efficient, committed, and sometimes preferable to a permanent staff member. Joining extensive participant observation data with historical analysis, *The Good Temp* contains some surprising findings about temporary employment today and fills a significant gap in our understanding of this important labor relationship.

From Higher Aims to Hired Hands - Rakesh Khurana 2010-03-22

Is management a profession? Should it be? Can it be? This major work of social and intellectual history reveals how such questions have driven business education and shaped American management and society for more than a century. The book is also a call for reform. Rakesh Khurana shows that university-based business schools were founded to train a professional class of managers in the mold of doctors and lawyers but have effectively retreated from that goal, leaving a gaping moral hole at the center of business education and perhaps in management itself. Khurana begins in the late nineteenth century, when members of an emerging managerial elite, seeking social status to match the wealth and power they had accrued, began working with major universities to establish graduate business education programs paralleling those for medicine and law. Constituting business as a profession, however, required codifying the knowledge relevant for practitioners and developing enforceable standards of conduct. Khurana, drawing on a rich set of archival material from business schools, foundations, and academic associations, traces how business educators confronted these challenges with varying strategies during the Progressive era and the Depression, the postwar boom years, and recent decades of freewheeling capitalism. Today, Khurana argues, business schools have largely capitulated in the battle for professionalism and have become merely purveyors of a product, the MBA, with students treated as consumers. Professional and moral ideals that once animated and inspired business schools have been conquered by a perspective that managers are merely agents of shareholders, beholden only to the cause of share profits. According to Khurana, we should not thus be surprised at the rise of corporate malfeasance. The time has come, he concludes, to rejuvenate intellectually and morally the training of our future business leaders.

Encyclopedia of Human Resource Management - Adrian Wilkinson 2016-01-29

The Encyclopedia of Human Resource Management is an authoritative and comprehensive reference resource with almost 400 entries on core HR areas and key concepts. From age discrimination, to zero hours contracts, each entry reflects the views of an expert and authoritative author. The terms included vary from singular concepts such as performance appraisal and industrial conflict, to organisational behaviour terms including organisational culture and commitment; and broader management terms such as resourcing and management development. Each entry provides a list of references and further reading to enable the reader to gain a deeper awareness and understanding of each topic. This book is an ideal companion to a standard HRM textbook, and both undergraduate and postgraduate students will find it to be of value. It will also be useful for academic researchers, HR practitioners and policy specialists looking for a succinct expert summary of key HR concepts.

Knowledge-Based Services, Internationalization and Regional Development - Peter Daniels 2017-05-15

The acquisition and management of information is central to the operation and marketing of many service-providing firms and other organizations. Their varied knowledge requirements influence approaches to organizational structure, relationships to other organizations, the location of operations, and entry into new markets. In this book, an international and interdisciplinary team of leading scholars examines the

attributes of knowledge acquisition and diffusion within and across service-providing organizations. Using a variety of case examples, they pay particular attention to the processes of internationalization and the ways in which service-providing organizations affect regional economic development.

The Origins of Happiness - Andrew E. Clark 2019-08-27

A new perspective on life satisfaction and well-being over the life course What makes people happy? The *Origins of Happiness* seeks to revolutionize how we think about human priorities and to promote public policy changes that are based on what really matters to people. Drawing on a range of evidence using large-scale data from various countries, the authors consider the key factors that affect human well-being, including income, education, employment, family conflict, health, childcare, and crime. The *Origins of Happiness* offers a groundbreaking new vision for how we might become more healthy, happy, and whole.

Paradise Laborers - Patricia A. Adler 2004

Drawing on eight years of participant observation and in-depth interviews, the renowned ethnographers Patricia A. Adler and Peter Adler reveal the occupational culture and lifestyles of workers at five luxury Hawaiian resorts. The Adlers describe the work, lives, and careers of new immigrants, locals, managers, and "seekers" who labor in organizations that never close, with shifts scheduled around the clock and around the year. Book jacket.

Headhunters - William Finlay 2007

Headhunters—third-party agents paid a fee by companies for locating job candidates—perform a unique sales role. The product they sell is people, matching candidates with jobs and companies with candidates. Headhunters affect the professional lives of thousands of employees every day, and their work has a profound, though hidden, effect on the employment picture in the United States. William Finlay and James E. Coverdill draw on interviews with and observations of headhunters and on analysis of headhunting training seminars, lectures, industry newsletters, and a mail survey of headhunting firms. The result is a frank and sometimes unsettling portrait of the aims, attitudes, and tactics of practitioners. The payment of fees has shifted from candidates to employers, and recruiters now find people to fit jobs rather than the other way around. Finlay and Coverdill address what they feel is a serious lack of research about the work headhunters do and how they do it. Their book is built around three major questions: What advantages do employers derive from using third-party agents to handle candidate search and recruitment? How are headhunters able to accomplish the double sale ("selling" candidates to employers and employers to candidates)? What criteria do headhunters use for selecting candidates? In the process, Finlay and Coverdill link their findings to larger issues of institutional and historical context, revealing the economic and political reasons clients use headhunters, demonstrating how headhunters manipulate clients and candidates, and assessing the impact of headhunters' actions on hiring decisions.

Migration, Gender and Social Justice - Thanh-Dam Truong 2013-09-06

This book is the product of a collaborative effort involving partners from Africa, Asia, Europe and Latin America who were funded by the International Development Research Centre Programme on Women and Migration (2006-2011). The International Institute of Social Studies at Erasmus University Rotterdam spearheaded a project intended to distill and refine the research findings, connecting them to broader literatures and interdisciplinary themes. The book examines commonalities and differences in the operation of various structures of power (gender, class, race/ethnicity, generation) and their interactions within the institutional domains of intra-national and especially inter-national migration that produce context-specific forms of social injustice. Additional contributions have been included so as to cover issues of legal liminality and how the social construction of not only femininity but also masculinity affects all migrants and all women. The resulting set of 19 detailed, interconnected case studies makes a valuable contribution to reorienting our perceptions and values in the discussions and decision-making concerning migration, and to raising awareness of key issues in migrants' rights. All chapters were anonymously peer-reviewed. This book resulted from a series of projects funded by the International Development Research Centre (IDRC), Canada.

Encyclopedia of Careers and Vocational Guidance - 2011

A multivolume resource includes up-to-date overviews of various job industries; completely revised career articles; the latest information on salaries and employment trends; on-the-job interviews; sidebars on

industry issues and history, useful Web sites, industry jargon and more; more than 2,500 websites listed for further information; and much more.

Sociology, Work and Organisation - Tony Watson 2017-03-27

The seventh edition of *Sociology, Work and Organisation* is outstandingly effective in explaining how we can use the sociological imagination to understand the nature of institutions of work, organisations, occupations, management and employment and how they are changing in the twenty-first century. Intellectual and accessible, it is unrivalled in the breadth of its coverage and its authoritative overview of both traditional and emergent themes in the sociological study of work and organisation. The direction and implications of trends in technological change are fully considered and the book recognises the extent to which these trends are intimately related to changing patterns of inequality in modern societies and to the changing experiences of individuals and families. Key features of the text are: clear structure; 'key issue' guides and summaries with each chapter; identification of key concepts throughout the book; unrivalled glossary and concept guide; rich illustrative snapshots or 'mini cases' throughout the book. This text engages with cutting-edge debates and makes conceptual innovations without any sacrifice to clarity or accessibility of style. It will appeal to a wide audience, including undergraduates, postgraduates and academics working or studying in the area of work and the organisation of work, as well as practitioners working in the area of human resources and management generally.

Headhunters - William Finlay 2018-10-18

Headhunters are third-party agents paid a fee by companies for locating job candidates perform a unique sales role. The product they sell is people, matching candidates with jobs and companies with candidates. Headhunters affect the professional lives of thousands of employees every day, and their work has a profound, though hidden, effect on the employment picture in the United States. William Finlay and James E. Coverdill draw on interviews with and observations of headhunters and on analysis of headhunting training seminars, lectures, industry newsletters, and a mail survey of headhunting firms. The result is a frank and sometimes unsettling portrait of the aims, attitudes, and tactics of practitioners. The payment of fees has shifted from candidates to employers, and recruiters now find people to fit jobs rather than the other way around. Finlay and Coverdill address what they feel is a serious lack of research about the work headhunters do and how they do it. Their book is built around three major questions: What advantages do employers derive from using third-party agents to handle candidate search and recruitment? How are headhunters able to accomplish the double sale ('selling' candidates to employers and employers to candidates)? What criteria do headhunters use for selecting candidates? In the process, Finlay and Coverdill link their findings to larger issues of institutional and historical context, revealing the economic and political reasons clients use headhunters, demonstrating how headhunters manipulate clients and candidates, and assessing the impact of headhunters' actions on hiring decisions.

Economy in Society - Michael J. Piore 2012-10-19

Prominent economists discuss internal labor markets, the dynamics of immigration, labor market regulation, and other key topics in the work of Michael J. Piore. In *Economy in Society*, five prominent social scientists honor Michael J. Piore in original essays that explore key topics in Piore's work and make significant independent contributions in their own right. Piore is distinctive for his original research that explores the interaction of social, political, and economic considerations in the labor market and in the economic development of nations and regions. The essays in this volume reflect this rigorous interdisciplinary approach to important social and economic questions. M. Diane Burton's essay extends our understanding of internal labor markets by considering the influence of surrounding firms; Natasha Iskander builds on Piore's theory of immigration with a study of Mexican construction workers in two cities; Suzanne Berger highlights insights from Piore's work on technology and industrial development; Andrew Schrank takes up the theme of regulatory discretion; and Charles Sabel discusses theories of public bureaucracy.

[Academy of Management Annual Meeting](#) - Academy of Management 2007

Human Trafficking, Human Misery - Alexis A. Aronowitz 2009

This volume takes a global perspective and uses first-hand accounts and stories to examine the problem of

human trafficking in its various manifestations around the world.

Buttoned Up - Erynn Masi de Casanova 2015-11-17

Who is today's white-collar man? The world of work has changed radically since *The Man in the Gray Flannel Suit* and other mid-twentieth-century investigations of corporate life and identity. Contemporary jobs are more precarious, casual Friday has become an institution, and telecommuting blurs the divide between workplace and home. Gender expectations have changed, too, with men's bodies increasingly exposed in the media and scrutinized in everyday interactions. In *Buttoned Up*, based on interviews with dozens of men in three U.S. cities with distinct local dress cultures—New York, San Francisco, and Cincinnati—Erynn Masi de Casanova asks what it means to wear the white collar now. Despite the expansion of men's fashion and grooming practices, the decrease in formal dress codes, and the relaxing of traditional ideas about masculinity, white-collar men feel constrained in their choices about how to embody professionalism. They strategically embrace conformity in clothing as a way of maintaining their gender and class privilege. Across categories of race, sexual orientation and occupation, men talk about "blending in" and "looking the part" as they aim to keep their jobs or pursue better ones. These white-collar workers' accounts show that greater freedom in work dress codes can, ironically, increase men's anxiety about getting it wrong and discourage them from experimenting with their dress and appearance.

The Oxford Handbook of Human Capital - Alan Burton-Jones 2012-05-10

Macroeconomic research on human capital - the stock of human capabilities and knowledge - has been extensively published but to date the literature has lacked a comprehensive analysis of human capital within the organization. The *Oxford Handbook of Human Capital* has been designed to fill that gap, providing an authoritative, inter-disciplinary, and up to date survey of relevant concepts, research areas, and applications. Specially commissioned contributions from over 40 authors reveal the importance of human capital for contemporary organizations, exploring its conceptual underpinnings, relevance to theories of the firm, implications for organizational effectiveness, interdependencies with other resources, and role in the future economy. Unlike neoclassical macroeconomic concepts of human capital, human capital in organizations is shown to be dynamic and heterogeneous, requiring new theories and management frameworks. The systemic role of human capital is explored, revealing it as the lynchpin of social, structural and other forms of intangible and tangible capital. Connections between human capital and organizational performance are investigated from HR management, procurement, alignment, value appropriation, and accounting perspectives. Links between micro and macro perspectives are provided through analyses of inter firm human capital mobility, national and regional human capital formation regimes and industry employment relations practices. This Handbook is designed for scholars and graduate students of organization and management theory, strategy, entrepreneurship, knowledge and intellectual capital, accounting, IT, HR, IR, economic sociology and cultural studies. For policy makers and practitioners it should provide an up to date guide to the nature and role of human capital in contemporary organizations and the roles that government, industry and other extra firm institutions can play in facilitating its development.

[Industrial & Labor Relations Review](#) - 2002

Improving Job-worker Matching in the US Labor Market - John Bishop 1992

Use of Market Data in the Recruitment of High Potentials - Jan Posthumus 2015-06-18

In his study, Jan Posthumus uses the grounded theory method to explore the implementation of marketing instruments such as segmentation and targeting in the recruitment of high potentials in the pharmaceutical industry. The implementation of these instruments can best be understood as the result of an interaction between four categories: the identified internal need for certain groups of high potentials; the scarcity of these groups of high potentials in the market; the attitudes, opinions, and strategies within human resources; and the technological capabilities. Depending on the situation, different recruitment instruments are used to recruit high potentials. However, the interviewees did not use an explicit high potential recruitment profile, though they implicitly search for varying combinations of high-potential characteristics such as: intelligence and agility, engagement, the ability to perform in various environments, and the ability

to manage one's energy levels.