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This timely resource offers fresh research on companies' use of 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 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 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: · Social media as a personnel selection and hiring resource: Reservations and recommendations. · Game-thinking within social media to recruit and select job candidates. · Social media, big data, and employment decisions. · The use of social media by BRIC nations during the selection process. · Legal concerns when considering social media data in selection. · Online exclusion: Biases that may arise when using social media in talent acquisition. · Is John Smith 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 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 or selection system design will find it a straight-talking guide to staying competitive.

The Handbook presents comprehensive and global perspectives to help researchers and practitioners identify, understand, evaluate and apply the key theories, models, measures and interventions associated with employee engagement. It provides many new insights, practical applications and areas for future research. It will serve as an important platform for ongoing research and practice on employee engagement.

This book assumes the students know some of the basic facts about Calculus. We are very rigorous and expose them to the proofs and the ideas which produce them. In three chapters, this book covers these number systems and the material usually found in a junior-senior advanced Calculus course. It is designed to be a one-semester course for "talented" freshmen. Moreover, it presents a way of thinking about mathematics that will make it much easier to learn more of this subject and be a good preparation for more of the undergraduate curriculum.

Providing both practical advice, tools, and case examples, Employee Engagement translates best practices, ideas, and concepts into concrete and practical steps that will change the level of engagement in any organization. Explores the meaning of engagement and how engagement differs significantly from other important yet related concepts like satisfaction and commitment Discusses what it means to create a culture of engagement Provides a practical presentation deck and talking points managers can use to introduce the concept of engagement in their organization Addresses issues of work-life balance, and non-work activities and their relationship to engagement at work

Aiming to bridge the gap between theory and application, this work focuses on strategic management.

Offers select, condensed, and thoroughly updated coverage rewritten from the authors' best-selling 'big' book Human Resource Management, 7/e.\*Offers an intensive, concise and succinct overview of human resource management - perfect for 'modular' courses\*Provides users with the essential working vocabulary and knowledge they will need for the human resources parts of their management jobs\*'Global Issues in HR' sections in every chapter emphasize the importance of knowing how the practices may apply in different parts of the world

Bridging the gap between theory and practice, ENGINEERING ETHICS, Fifth Edition, will help you quickly understand the importance of your conduct as a professional and how your actions can affect the health, safety, and welfare of the public. ENGINEERING ETHICS, Fifth Edition, provides dozens of diverse engineering cases and a proven and structured method for analyzing them; practical application of the Engineering Code of Ethics; focus on critical moral reasoning as well as effective organizational communication; and in-depth treatment of issues such as sustainability, acceptable risk, whistle-blowing, and globalized standards for engineering. Additionally, a new companion website offers study questions, self-tests, and additional case studies. Available with InfoTrac Student Collections <http://gocengage.com/infotrac>. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Japan is on the verge of a sea change. After more than fifty years of national pacifism and isolation including the "lost decade" of the 1990s, Japan is quietly, stealthily awakening. As Japan prepares to become a major player in the strategic struggles of the 21st century, critical questions arise about its motivations. What are the driving forces that influence how Japan will act in the international system? Are there recurrent patterns that will help explain how Japan will respond to the emerging environment of world politics? American understanding of Japanese character and purpose has been tenuous at best. We have repeatedly underestimated Japan in the realm of foreign policy. Now as Japan shows signs of vitality and international engagement, it is more important than ever that we understand the forces that drive Japan. In Japan Rising, renowned expert Kenneth Pyle identifies the common threads that bind the divergent strategies of modern Japan, providing essential reading for anyone seeking to understand how Japan arrived at this moment—and what to expect in the future.

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