

Headhunters Matchmaking In The Labor Market Ilr Press Books

Contract work is more important than ever—for better or for worse, depending on one's perspective. The security once implied by a full-time job with a stable employer is becoming rarer, thereby erasing one of the major distinctions between "freelance work" and a "steady gig." Why hang on to a regular job for the sake of security if security can no longer be assumed? Instead, contractors, hired temporarily for specific knowledge and skills, market their expertise as they move from project to project. Even though their employment is precarious, a great many consider freelancing preferable to holding a "regular" job: the control they feel over their time and careers is well worth the risks that come with relatively uncertain cash flow. Freelancing Expertise is a qualitative study of decision making, work practices, and occupational processes among writers and editors who work in print and Web communications and programmers and engineers who work in software and systems development. Debra Osnowitz conducted sixty-eight extended interviews with representatives of both groups and twelve interviews with managers and recruiters, observed four different work settings in which contractors work alongside employees, and monitored blogs and online discussions among contractors. As a result, she provides a unique and sensitive assessment of a cultural shift in occupations and organizations. Osnowitz calls for a reconfiguration of the employer/employee relationship that accepts more variation and flexibility: just as "freelancing" has, over time, taken on many traits considered characteristic of traditional career paths, so might regular jobs make themselves more appealing to today's workforce by mimicking some of the positive aspects of transactions between clients and contract workers.

The three volumes in The Encyclopedia of Human Resource Management offer a comprehensive review of the essential issues and most important information available on the topic. Each volume in the encyclopedia contains contributions from some of the most celebrated names in the field of human resource management (HRM) and addresses the myriad challenges faced by today's human resource professionals. Volume 1 puts the focus on the definition of terms and practices that are most relevant to today's human resource management (HRM) professionals. The contributors bring an up-to-date perspective of HRM definitions and practices and for ease of access, the terms are presented in alphabetical order. Each contributor includes the most recent research on a particular topic and summarizes a new and progressive definition of these important terms. The book begins with an enlightening discussion of the evolving practice of talent management and contains the following topics: Affirmative Action, Assessment, Business Ethics, Campus Recruitment, Career Development, Compensation, Drug Tests, Employee Relations, Flexible Benefits, Glass Ceiling, HR Metrics and Analytics, Mergers and Acquisitions, National Labor Relations Act, Quality Circles, Recruitment and Selection, Self-Directed Work Teams, Social Responsibility, Strategic Human Resource Management, Training Needs Analysis, Work Family Balance, and more. The Encyclopedia of Human Resource Management gives human resource professionals the knowledge, information, and tools needed to implement the best practices in the field.

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.

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 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.

- Specific tips and strategies at the end of each chapter
- More than 50 true stories that illustrate the art of negotiating job offers
- Worksheets for planning priorities and understanding the other side's before negotiating, analyzing how to propose various issues in the negotiation, and comparing multiple offers
- A table on detecting lies
- A list of the top 10 "don'ts" for negotiation

This book addresses the shortage of individuals attracted to professional careers in librarianship, and the subsequent consequences for leadership positions.

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.

Prominent economists discuss internal labor markets, the dynamics of immigration, labor market regulation, and other key topics in the work of Michael J. Piore.

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.

Corporate recruiter and author Adamsky maps out new and effective strategies to help those who have lost their jobs reclaim self-respect, ego, employment, and a sense of purpose.

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.

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.

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

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.

Executive search, headhunting, is now one of the archetypal new knowledge intensive professional services, as well as a labor market intermediary bound up with globalization. In this book, the authors examine the key actors in the process of executive search globalization – leading global firms – and offer an interpretation of the forces producing the contemporary organizational strategies of global executive search. *The Globalization of Executive Search* documents the forms of institutional work that have legitimated the role of executive in elite labor markets and created demand for the services of global firms; this exposes not only the changing geographies of executive search, but also how executive search has established itself as a new knowledge intensive professional service. The authors reveal how the globalization of executive search is exemplary of the processes by which a range of new knowledge intensive professional services have come to be globally recognized, approaching the heart of contemporary capitalism.

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.

Workers experience an increasingly uncertain future and many have been forced to search for jobs in a highly competitive market. In this volume, we call upon the field's leading researchers to examine how economic conditions relate to occupational stress and well being.

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.

The simple act of going to work every day is an integral part of all societies across the globe. It is an ingrained social contract: we all work to survive. But it goes beyond physical survival. Psychologists have equated losing a job with the trauma of divorce or a family death, and enormous issues arise, from financial panic to sinking self-esteem. Through work, we build our self-identity, our lifestyle, and our aspirations. How did it come about that work dominates so many parts of our lives and our psyche? This multi-disciplinary

encyclopedia covers curricular subjects that seek to address that question, ranging from business and management to anthropology, sociology, social history, psychology, politics, economics, and health. Features & Benefits: International and comparative coverage. 335 signed entries, A-to-Z, fill 2 volumes in print and electronic formats. Cross-References and Suggestions for Further Readings guide readers to additional resources. A Chronology provides students with historical perspective of the sociology of work. In the electronic version, the comprehensive Index combines with the Cross-References and thematic Reader's Guide themes to provide robust search-and-browse capabilities. 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.

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.

Combining current knowledge from psychology, sociology, labor studies, and economics, The Oxford Handbook of Job Loss and Job Search presents one of the first comprehensive overviews of the knowledge and research on job loss and job search. It provides readers with suggestions for further research and offers hands-on practical advice.

Includes sections "Book reviews" and "Periodical literature."

In the summer of 2008, nearly fifty thousand people traveled to Nevada's Black Rock Desert to participate in the countercultural arts event Burning Man. Founded on a commitment to expression and community, the annual weeklong festival presents unique challenges to its organizers. Over four years Katherine K. Chen regularly participated in organizing efforts to safely and successfully create a temporary community in the middle of the desert under the hot August sun. Enabling Creative Chaos tracks how a small, underfunded group of organizers transformed into an unconventional corporation with a ten-million-dollar budget and two thousand volunteers. Over the years, Burning Man's organizers have experimented with different management models; learned how to recruit, motivate, and retain volunteers; and developed strategies to handle regulatory agencies and respond to media coverage. This remarkable evolution, Chen reveals, offers important lessons for managers in any organization, particularly in uncertain times.

HeadhuntersMatchmaking in the Labor MarketCornell University Press

Inhaltsangabe:Problemstellung: Eine Untersuchung der Jobsuche und der Personalrekrutierung über soziale Netzwerke aus personalwirtschaftlicher und netzwerkanalytischer Sicht verlangt nach einem entsprechenden Rahmen. Die ganzheitliche Bearbeitung der Thematik durch die Beschreibung, Erklärung und Gestaltung von Netzwerkprozessen stellt eine Herausforderung dar und erfordert geeignete theoretische Grundlagen und Konzepte, sowie einige Einschränkungen. Die Beschreibung von wesentlichen Begriffen und theoretischen Ansätzen mit empirischer Überprüfbarkeit ist eine Voraussetzung, um dem Anspruch einer wissenschaftlichen Arbeit zu genügen. Die Idee des Beziehungsmanagements wird in der populärwissenschaftlichen Literatur teilweise trivial oder falsch interpretiert. Aus diesem Grund ist eine angemessene Definition zu formulieren, da bestimmte Aspekte bei der Jobsuche und der Personalrekrutierung über soziale Netzwerke relevant sind. Geeignete Konzepte aus dem umfassenden analytischen Instrumentarium zur Beschreibung, Erklärung und Gestaltung von Netzwerken sind zu identifizieren und in ihren Grundzügen vorzustellen, um Erkenntnisse aus empirischen Studien und Gestaltungsanregungen auf ein theoretisches Fundament zu stellen. Die Idee des sozialen Kapitals liefert Anhaltspunkte für eine ökonomische Interpretation von sozialen Netzwerken als Investition mit lukrativen Erträgen. Die Erklärung von sozialen Netzwerken auf dem Arbeitsmarkt kann aus zwei Perspektiven erfolgen. Eine Herausforderung besteht in einer optimalen Netzwerkgestaltung aus der Sicht eines Arbeitnehmers und seines Unternehmens. Die quantitative und qualitative Analyse von Vorteilen, Mechanismen und Gestaltungskriterien erfordert zunächst die Generierung von Hypothesen. Experteninterviews und Resultate von empirischen Studien zur Jobsuche und zur Personalrekrutierung über soziale Netzwerke können einen Beitrag zur Überprüfung leisten. Eine Beschränkung auf eine ausgewählte Zielgruppe und eine differenzierte Selektion von entsprechenden Studien ist aufgrund der vorliegenden Kontingenz unbedingt erforderlich. Auf dem Weg zur Gestaltung eines optimalen sozialen Netzwerks sind Aspekte der Stärke von sozialen Verbindungen, der Netzwerkstrukturen und der sozialen Netzwerkressourcen zu einem ganzheitlichen Ansatz zu integrieren. Das Konzept von effizient-effektiven Netzwerken bietet möglicherweise einen geeigneten Rahmen. Die Prognose der zukünftigen Rolle von sozialen Netzwerken bei der [...]

[Copyright: 172e7f9a585c52ed45842638ca015274](#)