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**A Gutmann**



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**Internal Recruitment** Paul Myers, 2019-10-15 Why do we all get recruitment so wrong There s no big secret to recruitment It s simply the process of identifying a vacancy analysing the requirements attracting and engaging with talent reviewing applications screening shortlisting and hiring the best candidate And yet we seem to be somewhat incompetent at doing it Through his own 20 years of experience and talking with HR business leaders recruiters and recruitment managers Paul Myers believes that general apathy laziness and a misunderstanding of what s important in recruitment has led to the current standards of recruitment In today s world there is more and more frustration and anger experienced by candidates and berating a recruitment as a profession sometimes specifically recruiters and their companies on a regular basis has now become a sport The education of recruiters HR professionals and operational leaders hiring managers has been replaced by an over indulgence in technology and tools that are designed to make the process more efficient The introduction of Internet for making information and data widely available AI for enhancing and speeding up the sourcing part of recruiting and automated tools for creating and managing recruitment process more efficiently are a welcome addition however it s clearly not working from the candidate perspective Technology is not the key thing that makes you and your company successful in hiring talent your people are In this book you will learn how thinking and acting on the basic foundations in recruitment will ensure better success in hiring talent for your business Imagine what your business could achieve if you significantly increased your recruitment efficiency and performance If you re a recruiter recruitment leader HR manager or business leader hiring manager or anyone who is involved in the recruitment process this book is for you *The Volunteer Recruitment (and Membership Development) Book* Susan J. Ellis, 2002 The book first shows how to design the best assignments for volunteers as the initial step to recruit the most qualified people It then discusses recruitment strategies including how your organization s image affects your success in recruitment and where to look for new volunteers including

your own backyard The final section addresses issues in membership development for all volunteer organizations including how to get current members off the rolls and on their feet The 2002 Appendix updates Outreach in Cyberspace explaining the Internet as a powerful recruitment tool Learn how to make your own agency s Web site attract applicants utilize online registries of volunteer opportunities well and incorporate e mail listservs and other Internet capabilities to target your search

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