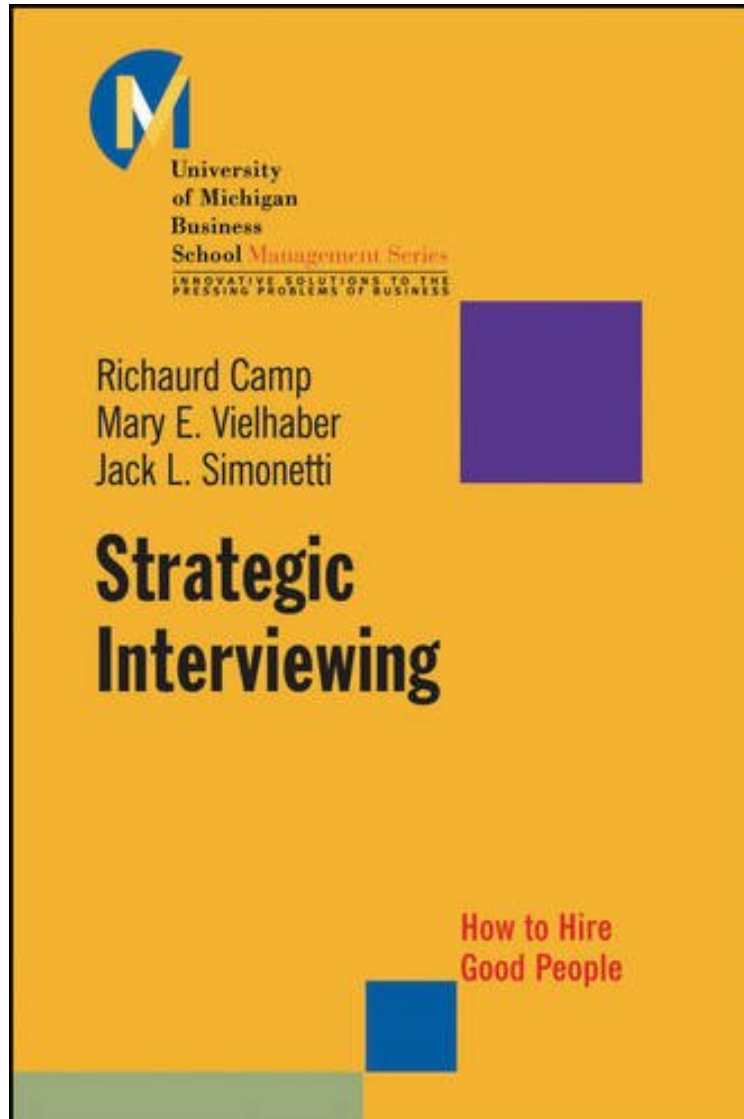


(Library ebook) Strategic Interviewing: How to Hire Good People

Strategic Interviewing: How to Hire Good People

Richaurd Camp, Mary Vielhaber, Jack L. Simonetti
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Richaurd Camp, Mary Vielhaber, Jack L. Simonetti : Strategic Interviewing: How to Hire Good People before purchasing it in order to gage whether or not it would be worth my time, and all praised Strategic Interviewing: How to Hire Good People:

0 of 0 people found the following review helpful. Had some good information but did not necessarily need to use it ...By Nijea WilsonHad some good information but did not necessarily need to use it for the class in which it was required for0 of 0 people found the following review helpful. Solid Logic and Applicable PrinciplesBy HR ConsultantWhile this book is certainly dense, it is well worth the read. Many interviewers use unquantifiable

intangibles to select candidates. This is clearly a problem since the candidate needs to fit not only with the interviewer, but with the organization as a whole. By standardizing interviewing practices, you can be guaranteed of a better result. 3 of 4 people found the following review helpful. Dr Camp is an Interviewing Genius By Julius H. Giarmarco I read with great interest Dr Camp's insightful (yet practical) strategies for effective interviewing. After reading this book, I applied the principles discussed in the book for my law firm -with tremendous success I might add. Those attorneys hired with Dr. Camp's techniques are among the best and most productive attorneys in our firm. I recommend this book without reservation to anyone in the position of hiring high level employees. It is the "bible" for interviewers. I can't wait for Dr Camp's next edition.

Interviewing is one of the most effective ways to identify and attract employees who will be successful enough to stay. But few managers are adept at the skill. This book helps eliminate expensive errors of judgment by presenting readers with a set of behaviorally based interviewing strategies. Written by the faculty of the prestigious University of Michigan Executive Education Center--and based on one of their most popular courses--its seven-step "Strategic Interviewing Approach" helps interviewers define the competencies candidates need to possess and make hiring decisions based on accurate predictions of the candidates' performance.

From the Inside Flap In today's fast paced economy employers must hire, train, and retain the right employee for the right job. This is no easy task in an increasingly competitive environment with a dwindling talent pool and a growing number of workers who lack the appropriate job skills. Strategic Interviewing outlines a proven process for managers to use to attract and retain quality employees from top-level executives to entry-level workers. Step-by-step, Richaard Camp, Mary E. Vielhaber, and Jack L. Simonetti show managers how to overcome the two most common interview mistakes-subjectivity in asking questions and interpreting answers, and not knowing the kind of questions to ask that will predict employee performance. Using the authors' Strategic Interviewing Approach managers will learn to reduce subjectivity during the interview process, ask the right questions, and dramatically improve the accuracy of hiring decisions. In addition, managers can use the information gained from the strategic interview process to coach, counsel, and conduct performance appraisals more effectively. Each of the book's chapters contains invaluable self-assessments and questions that will help you evaluate your current approach and identify areas for improvement. Filled with numerous illustrative case examples and grounded in an extensive knowledge base, the six-step interview process outlined in Strategic Interviewing is a reliable guide for helping you make the best hiring decisions across your organization. From the Back Cover Discover the strategic interviewing techniques that will spell success for your organization How can you refine the job interview process in order to choose the ideal candidate? Strategic Interviewing is a hands-on resource-which outlines a six-step process that managers can use to find the right employees for the right job. Using the author's Strategic Interviewing Approach managers will learn the skills they need to Set realistic goals for the interview Clearly define what is needed to perform the job successfully Ask the questions that will predict the candidate's ability to meet the performance standards Know the answers before they ask the candidates the questions Conduct an interview that will maximize effective communication Use behavioral decision making to predict the candidate's performance From this book in the University of Michigan Business Series, managers can learn to use these proven techniques to attract, select, manage, and retain top-notch people for their organizations. About the Author RICHARD CAMP an industrial/organizational psychologist and management consultant, teaches strategic interviewing at the Executive Education Center at the University of Michigan Business School and is professor of management at Eastern Michigan University. He also serves on the editorial board of The Journal of Business and Psychology. MARY VIELHABER teaches at the Executive Education Center of the University of Michigan and is a professor of management at Eastern Michigan University and the codirector of the graduate program in human resources and organizational development. JACK L. SIMONETTI an international consultant has served as a professor and department chairman of management at the University of Toledo and assistant industrial relations manager for B.F. Goodrich Company.