

## **Headhunters Matchmaking In The Labor Market IIR Press Books**

Blurring corporate boundaries  
Encyclopedia of Human Resource Management  
Searching for a Corporate Savior  
The Otherness of Self  
American Sociological Review  
The Human Cost of Food  
Headhunters Revealed  
Économies et sociétés  
Ask the Headhunter  
Studies of Labor Market Intermediation  
Forthcoming Books  
Newsletter  
Environment & Planning  
The British National Bibliography  
Industrial Relations  
Women's Lives  
Headhunters  
The Worklife Report  
Industrial & Labor Relations Review  
Choice  
Academy of Management Annual Meeting  
The American Journal of Sociology  
Journal of Economic Literature  
Sociological Abstracts  
Career Guide to Industries  
The Next Library Leadership  
Sociology, Work and Industry  
Recruiting Employees  
The Oxford Handbook of Job Loss and Job Search  
Human Resource Management  
Labor Markets and Employment Relationships  
Genèses  
Business Communication with Writing Improvement Exercises  
In the Trenches at the Talent Wars  
The Origins of Happiness  
Noteworthy Books in Industrial Relations and Labor Economics  
High Tech and High Touch  
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301 Smart Answers to Tough Interview Questions

### **Blurring corporate boundaries**

### **Encyclopedia of Human Resource Management**

### **Searching for a Corporate Savior**

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.

## **The Otherness of Self**

Corporate CEOs are headline news. Stock prices rise and fall at word of their hiring and firing. Business media debate their merits and defects as if individual leaders determined the health of the economy. Yet we know surprisingly little about how CEOs are selected and dismissed or about their true power. This is the first book to take us into the often secretive world of the CEO selection process. Rakesh Khurana's findings are surprising and disturbing. In recent years, he shows, corporations have increasingly sought CEOs who are above all else charismatic, whose fame and force of personality impress analysts and the business media, but whose experience and abilities are not necessarily right for companies' specific needs. The labor market for CEOs, Khurana concludes, is far less rational than we might think. Khurana's findings are based on a study of the hiring and firing of CEOs at over 850 of America's largest companies and on extensive interviews with CEOs, corporate board members, and consultants at executive search firms. Written with exceptional clarity and verve, the book explains the basic mechanics of the selection process and how hiring priorities have changed with the rise of shareholder activism. Khurana argues that the market for CEOs, which we often assume runs on cool calculation and the impersonal forces of supply and demand, is culturally determined and too frequently inefficient. Its emphasis on charisma artificially limits the number of candidates considered, giving them extraordinary leverage to demand high salaries and power. It also raises expectations and increases the chance that a CEO will be fired for failing to meet shareholders' hopes. The result is corporate instability and too little attention to long-term strategy. The book is a major contribution to our understanding of corporate culture and the nature of markets and leadership in general.

## **American Sociological Review**

## **The Human Cost of Food**

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

## **Headhunters Revealed**

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Job search is and always has been an integral part of people's working lives. Whether one is brand new to the labor market or considered a mature, experienced worker, job seekers are regularly met with new challenges in a variety of

organizational settings. Edited by Ute-Christine Klehe and Edwin A.J. van Hoof, The Oxford Handbook of Job Loss and Job Search provides readers with one of the first comprehensive overviews of the latest research and empirical knowledge in the areas of job loss and job search. Multidisciplinary in nature, Klehe, van Hoof, and their contributing authors offer fascinating insight into the diverse theoretical and methodological perspectives from which job loss and job search have been studied, such as psychology, sociology, labor studies, and economics. Discussing the antecedents and consequences of job loss, as well as outside circumstances that may necessitate a more rigorous job hunt, this Handbook presents in-depth and up-to-date knowledge on the methods and processes of this important time in one's life. Further, it examines the unique circumstances faced by different populations during their job search, such as those working job-to-job, the unemployed, mature job seekers, international job seekers, and temporary employed workers. Job loss and unemployment are among the worst stressors individuals can encounter during their lifetimes. As a result, this Handbook concludes with a discussion of the various types of interventions developed to aid the unemployed. Further, it offers readers important insights and identifies best practices for both scholars and practitioners working in the areas of job loss, unemployment, career transitions, outplacement, and job search.

## **Économies et sociétés**

This innovative text grounds the economic analysis of labor markets and employment relationships in a unified theoretical treatment of labor exchange conditions. In addition to providing thorough coverage of standard topics including labor supply and demand, human capital theory, and compensating wage differentials, the text draws on game theory and the economics of information to study the implications of key departures from perfectly competitive labor market conditions. Analytical results are consistently applied to contemporary policy issues and empirical debates. Provides a coherent theoretical framework for the analysis of labor market phenomena Features graphical in-chapter analysis supplemented by technical material in appendices Incorporates numerous end-of-chapter questions that engage the analysis and anticipate subsequent results Includes innovative chapters on employee compensation methods, market segmentation, income inequality and labor market dynamics Balances theoretical, empirical and policy analysis

## **Ask the Headhunter**

## **Studies of Labor Market Intermediation**

From the traditional craft hiring hall to the Web site Monster.com, a multitude of institutions exist to facilitate the matching of workers with firms. The diversity of such Labor Market Intermediaries (LMIs) encompasses criminal records providers,

public employment offices, labor unions, temporary help agencies, and centralized medical residency matches. *Studies of Labor Market Intermediation* analyzes how these third-party actors intercede where workers and firms meet, thereby aiding, impeding, and, in some cases, exploiting the matching process. By building a conceptual foundation for analyzing the roles that these understudied economic actors serve in the labor market, this volume develops both a qualitative and quantitative sense of their significance to market operation and worker welfare. Cross-national in scope, *Studies of Labor Market Intermediation* is distinctive in coalescing research on a set of market institutions that are typically treated as isolated entities, thus setting a research agenda for analyzing the changing shape of employment in an era of rapid globalization and technological change.

### **Forthcoming Books**

An exploration of the conflict between traditional Chinese ideology and modern Chinese business practice

### **Newsletter**

### **Environment & Planning**

### **The British National Bibliography**

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.

## **Industrial Relations**

### **Women's Lives**

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.

### **Headhunters**

### **The Worklife Report**

This guide to job hunting teaches readers: how to become a powerful candidate by looking beyond the job description; how to use the four questions to distinguish a right interview from a wrong one; how trying to get a job can land you in the wrong job; where and how to gain the inside edge needed to interview confidently and convincingly; how to control the interview to one's advantage; how to make the prospective employer see the applicant as the solution to his/her problems; and how to win the job by doing the job.

### **Industrial & Labor Relations Review**

### **Choice**

In this book, Alison E Barber delineates three separate stages of recruitment - generating applicants, maintaining applicant status and influencing job choice - and discusses existing knowledge and important unanswered questions relevant to each of these stages. She also addresses the questions of whether and how recruitment influences organizational outcomes. Traditional recruitment topics such as recruitment source effects and reactions to initial interviews are covered in detail, while alternative approaches to recruitment research, requiring different theoretical frameworks and different research methods, are also proposed.

### **Academy of Management Annual Meeting**

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.

### **The American Journal of Sociology**

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

### **Journal of Economic Literature**

### **Sociological Abstracts**

Women's Lives examines the full range and diversity of women's lives. Composed of 61 readings, this reader is divided into 11 sections: Perspectives on Women's Lives Girlhood & Adolescence Economica and Work Women and the Body Violence Sexuality Mothering and the Family Resistance & Social Change Women, Culture, & Creativity Migration & Globalization Spirituality & Religion

### **Career Guide to Industries**

This empowering, witty guidebook demystifies the world of executive search and exposes the inside workings of the recruiting industry so job seekers can reap the greatest rewards from this viable avenue of career transition. Includes designing a resume for computerized databases, how to play placement politics, how to tell the bad guys from the good guys, and more.

## **The Next Library Leadership**

CSA Sociological Abstracts abstracts and indexes the international literature in sociology and related disciplines in the social and behavioral sciences. The database provides abstracts of journal articles and citations to book reviews drawn from over 1,800+ serials publications, and also provides abstracts of books, book chapters, dissertations, and conference papers.

## **Sociology, Work and Industry**

## **Recruiting Employees**

"As valuable for the executive going into her umpteenth interview as for the college grad seeking his first real job." -Richard Zackson, Business Coach, Professional Coaching Network In today's job market, how you perform in an interview can make or break your hiring possibilities. If you want to stand a head above the rest of the pack, 301 Smart Answers to Tough Interview Questions is the definitive guide you need to the real, and sometimes quirky, questions employers are using to weed out candidates. Do you know the best answers to: --It looks like you were fired twice. How did that make you feel? --Do you know who painted this work of art? --What is the best-managed company in America? --If you could be any product in the world, what would you choose? --How many cigars are smoked in a year? --Are you a better visionary or implementer? Why? Leaning on her own years of experience and the experiences of more than 5,000 recent candidates, Vicky Oliver shows you how to finesse your way onto a company's payroll. "Everything I always wanted to know about job interviews but was afraid to be asked." -Claude Chene, Senior Vice President, Head of Business Development, U.K. and Europe, Sanford Bernstein & Co.

## **The Oxford Handbook of Job Loss and Job Search**

## **Human Resource Management**

## **Labor Markets and Employment Relationships**

### **Genèses**

## **Business Communication with Writing Improvement Exercises**

Practical, well-organized, and readable, this highly successful book explains the basics of business communication and then provides practice in applying them — in many “real-world” forms of communication. It uses writing improvement exercises to emphasize workplace skills that are needed in order to communicate credibly, and compose letters, memorandums, reports, proposals, employment communications and oral presentations. Chapter topics include: state-of-the art technology challenges; basic qualities for effective communications; valuable tips on finding and keeping a job, advancing, and resigning; a basic theory of communication; the role of ethics in business communication; and healthy computing. For individuals in the business world who want to improve their written communication skills and products.

## **In the Trenches at the Talent Wars**

## **The Origins of Happiness**

## **Noteworthy Books in Industrial Relations and Labor Economics**

## **High Tech and High Touch**

## **American Book Publishing Record**

Finding fresh fruits and vegetables is as easy as going to the grocery store for most Americans—which makes it all too easy to forget that our food is cultivated, harvested, and packaged by farmworkers who labor for less pay, fewer benefits, and

under more dangerous conditions than workers in almost any other sector of the U.S. economy. Seeking to end the public's ignorance and improve workers' living and working conditions, this book addresses the major factors that affect farmworkers' lives while offering practical strategies for action on farmworker issues. The contributors to this book are all farmworker advocates—student and community activists and farmworkers themselves. Focusing on workers in the Southeast United States, a previously understudied region, they cover a range of issues, from labor organizing, to the rise of agribusiness, to current health, educational, and legal challenges faced by farmworkers. The authors blend coverage of each issue with practical suggestions for working with farmworkers and other advocates to achieve justice in our food system both regionally and nationally.

### **301 Smart Answers to Tough Interview Questions**

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

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