

McDowall, A. (2003). The Graduate Recruitment Manual (book review). *Personnel Review*, 32(6), 798-800

Kandola, R., Wood, R., Dholakia, B., Keane, C. (2001), *The Graduate Recruitment Manual*, Aldershot: Gower, £49.95, 146 pp. (Hbk).

Keywords: Graduate recruitment, fairness, diversity, induction, retention, development

The reader-friendly Graduate Recruitment Manual was published in 2001, and is primarily aimed at practitioners who work in graduate recruitment. The objectives of the manual are twofold: 1) to provide the reader with a brief succinct overview of how graduate recruitment is changing by considering the perspective of both the recruiter and the graduate and 2) to give succinct guidelines for best practice.

In order to achieve this aim, the authors have reviewed relevant literature in the field, commissioned original research and included practical case studies. The book is divided into ten chapters, which are briefly summarised here.

Chapter one explores the changing context of graduate recruitment, by considering aspects such as the influence of more widely available tertiary education, an increasingly diverse population, mounting recruitment costs and the necessity to look beyond recruitment at staff retention. Chapter two focuses on the importance of sending the right recruitment message and relevant theoretical concepts such as competency- and value-based recruitment are briefly summarised.

Chapter three provides a general overview of current graduate recruitment practice and how this is viewed by graduates from the receiving end. Chapter four gives further insight into the recipients' perspective as the needs of ethnic minority graduates are outlined. Clearly, this is a topic that has not received the attention it deserves elsewhere in the literature, given our increasingly diverse and global environment, and the inclusion of guidelines for best practice is laudable.

Chapter five puts forward further practical guidelines, this time for the effective screening of an applicant pool. A variety of available tools, such as structured application forms or appropriate discard criteria, are detailed. Following on from these guidelines for pre-selection, chapter six takes a theoretical perspective by reviewing appropriate selection methods by contrasting the advantages and disadvantages of prevalent selection tools, such as CVs, assessment centres or interviews.

Topic for chapter seven is the impact of increasing globalisation on recruitment practice. The necessity to consider possible cultural differences within the recruitment process in multi-national organizations is stressed and the chapter concludes with rather brief but nevertheless sound advice for the global adaptation of selection procedures. Chapter eight discusses the development of potential in graduate high flyers and important issues such as a clear definition of the term 'potential' itself are raised.

The Graduate Recruitment Manual

Annelies Wilder-Smith



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