

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

Mentor, Dominic



The Graduate Recruitment Manual:

The Graduate Recruitment Manual Harris Adams, 2014-11-26 Recruitment refers to the overall process of attracting selecting and appointing suitable candidates for jobs within an organisation either permanent or temporary Recruitment can also refer to processes involved in choosing individuals for unpaid positions such as voluntary roles or training programmes Recruitment may be undertaken in house by managers human resource generalists and or recruitment specialists Alternatively parts of the process may be undertaken by either public sector employment agencies commercial recruitment agencies or specialist search consultancies The use of internet based services and computer technologies to support all aspects of recruitment activity and processes has become widespread *The Graduate Recruitment Manual* R. S. Kandola, 2001 There is so much more to recruiting talented graduates than meets the eye from projecting the right corporate image defining the competencies required through to advertising selection and finally induction and retention This is the first book to bring together all these crucial elements to enable employers to understand what it is they need how graduate expectations are changing and be able to think through their strategy and put it into practice This is the most comprehensive book on the subject it contains best practice standards and a wealth of hints and tips [irs Best Practice in HR Handbook](#) Neil Rankin, 2009-11-03 This handbook provides HR professionals with a comprehensive desktop reference guide to best practice It draws on new and exciting IRS research surveys and case studies and has been written in a practical way making full use of checklists and examples Providing best practice guidelines from named organizations this new handbook is designed to show you how to approach a wide range of HR and related areas The handbook also gives you compliance material in an easy to use format clarifying what the law requires **Handbook of Research on E-Transformation and Human Resources Management Technologies: Organizational Outcomes and Challenges** Bondarouk, Tanya, Ruel, Huub, Guiderdoni-Jourdain, Karine, Oiry, Ewan, 2009-04-30 Provides practical situated and unique knowledge on innovative e HRM technologies and expands on theoretical conceptualizations of e HRM [Handbook of Research on New Media, Training, and Skill Development for the Modern Workforce](#) Mentor, Dominic, 2022-05-13 The abrupt shift to online learning brought on by the COVID 19 pandemic revealed the need for the adoption and application of new media virtual training and online skill development for the modern workforce However organizations are grappling with unanticipated complexities and many have recognized the gaps between online and in person competencies and capabilities with unaddressed needs There is an urgent need to bridge this gap and organically grow engagement and connectedness in the digital online space with new media tools and resources The Handbook of Research on New Media Training and Skill Development for the Modern Workforce exhibits how both business and educational organizations may utilize the new media computer technology to best engage in workforce training It provides the best practices to aid the transition to successful learning environments for organizational skill development and prepare and support new media educational engagement as the new norm in all its

forms and finer nuances Covering topics such as occupational performance assessment personal response systems and situationally aware human computer interaction this major reference work is an essential tool for workforce development organizations business executives managers communications specialists students teachers government officials pre service teachers researchers and academicians *Teaching Japan: A Handbook* Ioannis Gaitanidis, Gregory Poole, 2025-10-01 This book aims to offer ideas and examples of pedagogy in the undergraduate classroom The basic premise taken by the authors begins with a question What if stereotypes surrounding Japan were not pushed to the margins in teaching but took center stage and were exposed for the multiple ways that they can be used to learn not only about Japan but of various scholarly disciplines The task then becomes constructing ways to challenge essentialist notions that do not seek merely to deny but to shift the conversation constructively by encouraging engagement with a theoretical field from which to acquire tools to critically and effectively evaluate stereotypes of Japan or other societies The result is a collection of carefully crafted case studies of syllabi that showcase pedagogies aimed at the deconstruction of concepts such as Japan Japanese or Japanese society while at the same time offering skills of inquiry that transcend the topics being deconstructed This handbook is a source of ideas from colleagues in a variety of disciplinary and institutional settings who are tackling the same issues current or future teachers who plan to use case studies from Japan in their lectures Routledge Handbook of the Sociology of Higher Education James E. Côté, 2016-06-03 This is the first handbook to cover the sociological approaches to higher education It is timely because of global expansions of mass higher educational systems especially as these systems come under scrutiny by a variety of stakeholders Questions are being raised about the value of traditional pedagogies along with calls for efficiency accountability and cost reduction but above all job training Within this neoliberal context each chapter examines different sociological aspects of and debates about educational institutions as status conferring organizations with myriad positional characteristics experiences and outcomes Many current debates concern the legitimacy of the statuses conferred including the continuing debate regarding the role of universities in legitimating social class reproduction as well as more recent concerns about standards in mass systems This handbook puts these issues and debates in focus in ways that will be of interest to a variety of stakeholders within academia as well as in policy circles Armstrong's Handbook of Human Resource Management Practice Michael Armstrong, 2012-05-03 Armstrong's Handbook of Human Resource Management is the classic text for all students and practitioners of HRM Providing a complete resource for understanding and implementing HR in relation to the needs of the business as a whole it includes in depth coverage of all the key areas essential to the HR function The 12th edition has been radically updated to create a cutting edge textbook which encourages and facilitates effective learning Comprehensive online support material is provided for the instructor student and now also the practitioner providing a complete resource for teaching and self learning The text has been updated to include all the latest developments in HRM and now includes two new sections covering HR skills and toolkits Understanding Prison

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