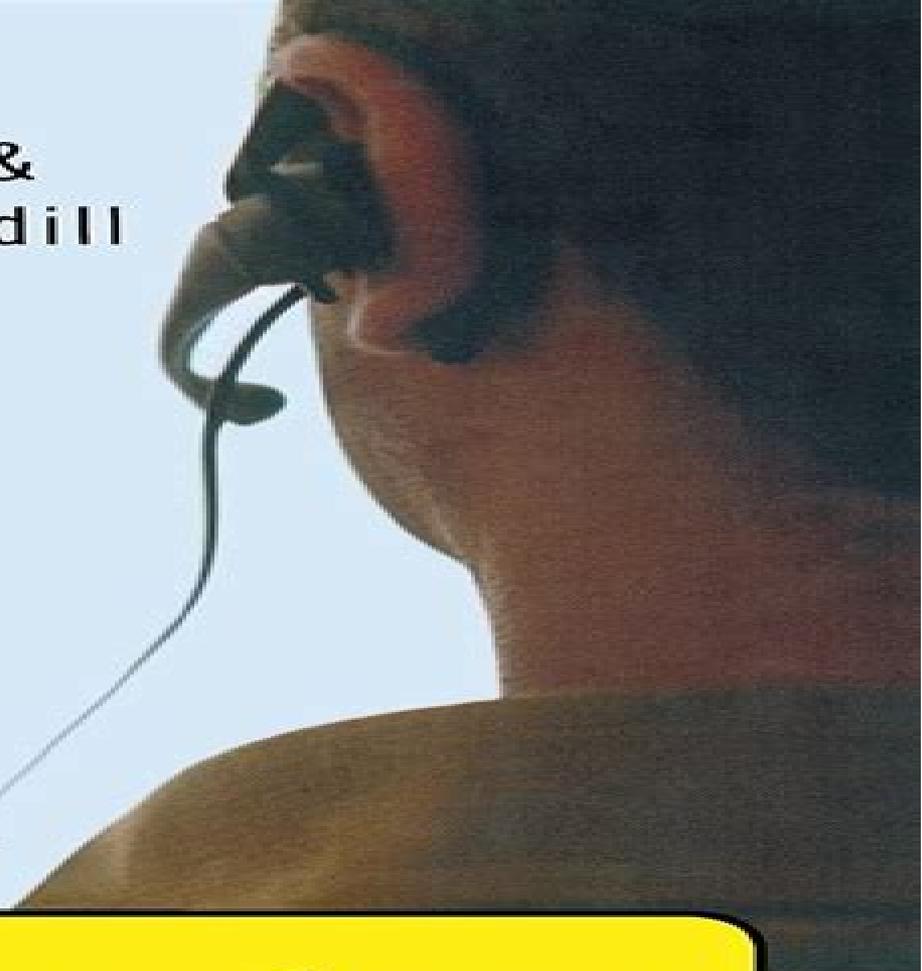


William Finlay &
James E. Coverdill



Headhunters

Matchmaking in the Labor Market

With a New Afterword

Headhunters Matchmaking In The Labor Market

Patricia A. Adler, Peter Adler



Headhunters Matchmaking In The Labor Market:

Headhunters William Finlay, James E. Coverdill, 2018-10-18 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 **Paradise Laborers** Patricia A. Adler, Peter Adler, 2004 1 Entering paradise 2 Researching resorts 3 Trapped laborers new immigrants and locals 4 Transient laborers seekers and management 5 Transient lifestyles 6 Seasonal laborers 7 Temporal laborers 8 Stratified laborers 9 Careers in paradise short term and intermediate 10 Careers in paradise long term 11 Understanding paradise labor **The ^AOxford Handbook of Job Loss and Job Search** Ute-Christine Klehe PhD, Edwin van Hooft PhD, 2018-05-08 Combining current knowledge from psychology sociology labor studies and economics The Oxford Handbook of Job Loss and Job Search presents one of the first comprehensive overviews of the knowledge and research on job loss and job search It provides readers with suggestions for further research and offers hands on practical advice **Employment Rage** Howard Adamsky, 2011-01-15 Corporate recruiter and author Adamsky maps out new and effective strategies to help those who have lost their jobs reclaim self respect ego employment and a sense of purpose **Work and Labor in the Digital Age** Steven P. Vallas, Anne Kovalainen, 2019-07-04 This volume presents the most recent studies of work and labor in the digital age as it unfolds in both Europe and the United States **Social Networks at Work** Daniel J. Brass, Stephen P. Borgatti, 2019-11-26 Social Networks at Work provides the latest thinking from top notch experts on social networks as they apply to industrial and organizational I O psychology Each chapter provides an in depth review along with discussions of future research and managerial implications of the social network perspective Altogether the volume illustrates the importance of adding a social capital perspective to the traditional human capital focus of I O psychology The volume is organized into two groups of

chapters the first seven chapters focus on specific network concepts such as centrality affect negative ties multiplexity cognition and structural holes applied across a variety of topics The remaining eight chapters focus on common I O topics such as personality creativity turnover careers person environment fit employment teams and leadership and examine each from a network perspective applying a variety of network concepts to the topic This volume is suited for students and academics interested in applying a social network perspective to their work as well as for practicing managers Each topic area provides a useful review and guide for future research as well as implications for managerial action

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