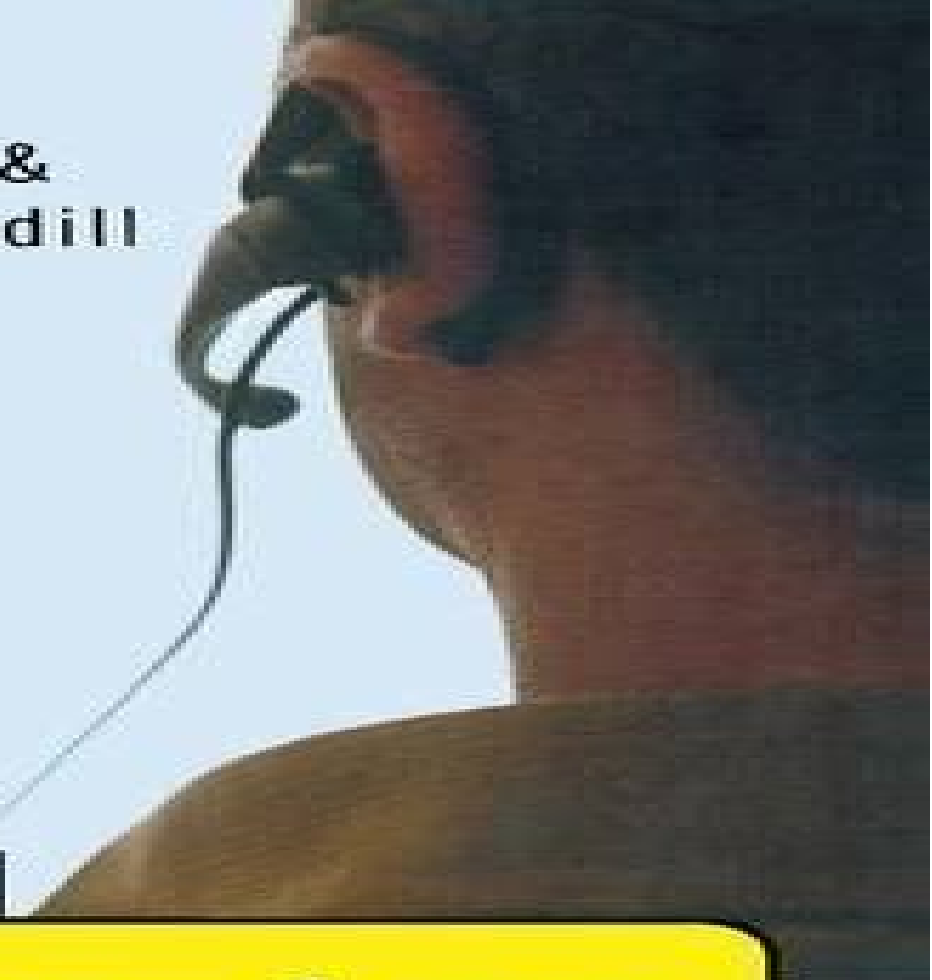


William Finlay &
James E. Coverdill



Headhunters

Matchmaking in the Labor Market

With a New Afterword

Headhunters Matchmaking In The Labor Market

Jan Posthumus



Headhunters Matchmaking In The Labor Market:

Headhunters William Finlay, James E. Coverdill, 2007 Headhunters 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

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 **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 **The Oxford Handbook of Human Capital** Alan Burton-Jones,J. -C. Spender,2012-05-10 Macroeconomic research on human capital the stock of human capabilities and knowledge has been extensively published but to date the literature has lacked a comprehensive analysis of human capital within the organization The Oxford Handbook of Human Capital has been designed to fill that gap providing an authoritative inter disciplinary and up to date survey of relevant concepts research areas and applications Specially commissioned contributions from over 40 authors reveal the importance of human capital for contemporary organizations exploring its conceptual underpinnings relevance to theories of the firm implications for organizational effectiveness interdependencies with other resources and role in the future economy Unlike neoclassical macroeconomic concepts of human capital human capital in organizations is shown to be dynamic and heterogeneous requiring new theories and management frameworks The systemic role of human capital is explored revealing it as the lynchpin of social structural and other forms of intangible and tangible capital Connections between human capital and organizational performance are investigated from HR management procurement alignment value appropriation and accounting perspectives Links between micro and macro perspectives are provided through analyses of inter firm human capital mobility national and regional human capital formation regimes and industry employment relations practices This Handbook is designed for scholars and graduate students of organization and management theory strategy entrepreneurship

knowledge and intellectual capital accounting IT HR IR economic sociology and cultural studies For policy makers and practitioners it should provide an up to date guide to the nature and role of human capital in contemporary organizations and the roles that government industry and other extra firm institutions can play in facilitating its development

The Oxford Handbook of Job Loss and Job Search Ute-Christine Klehe PhD, Edwin van Hooft PhD, 2018-05-08 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 Hooft 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 Hooft 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

The Oxford 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

The Globalization of Executive Search Jonathan Beaverstock, James Faulconbridge, Sarah Hall, 2014-09-19 Executive search headhunting is now one of the archetypal new knowledge intensive professional services as well as a labor market intermediary bound up with globalization In this book the authors examine the key actors in the process of executive search globalization leading global firms and offer an interpretation of the forces producing the contemporary organizational strategies of global executive search The Globalization of Executive Search documents the forms of institutional work that have legitimated the role of executive in elite labor markets and created demand for the services of global firms this exposes not only the changing geographies of executive search but also how executive search has established itself as a new knowledge intensive professional service The authors reveal how the globalization of executive search is exemplary of the processes by which a

range of new knowledge intensive professional services have come to be globally recognized approaching the heart of contemporary capitalism

Knowledge-Based Services, Internationalization and Regional Development Peter Daniels, 2017-05-15 The acquisition and management of information is central to the operation and marketing of many service providing firms and other organizations Their varied knowledge requirements influence approaches to organizational structure relationships to other organizations the location of operations and entry into new markets In this book an international and interdisciplinary team of leading scholars examines the attributes of knowledge acquisition and diffusion within and across service providing organizations Using a variety of case examples they pay particular attention to the processes of internationalization and the ways in which service providing organizations affect regional economic development

Down and Out in the New Economy Ilana Gershon, 2024-07-06 What does it mean to market yourself as a business in today's job search world Finding a job used to be simple Now well it's complicated In today's economy you can't just be an employee looking to get hired you have to market yourself as a business one that can help another business achieve its goals That's a radical transformation in how we think about work and employment says Ilana Gershon And with Down and Out in the New Economy she digs deep into that change and what it means not just for job seekers but for businesses and our very culture In telling this story Gershon covers all parts of the employment spectrum she interviews hiring managers about how they assess candidates attends personal branding seminars talks with managers at companies around the United States to suss out regional differences like how Silicon Valley firms look askance at the lengthier employment tenures of applicants from the Midwest And she finds that not everything has changed though the technological trappings may be glitzier in a lot of cases who you know remains more important than what you know Rich in the voices of people deeply involved with all parts of the employment process Down and Out in the New Economy offers a snapshot of the quest for work today and a pointed analysis of its larger meaning

The Encyclopedia of Human Resource Management, Volume 1 William J. Rothwell, 2012-03-12 The three volumes in The Encyclopedia of Human Resource Management offer a comprehensive review of the essential issues and most important information available on the topic Each volume in the encyclopedia contains contributions from some of the most celebrated names in the field of human resource management HRM and addresses the myriad challenges faced by today's human resource professionals Volume 1 puts the focus on the definition of terms and practices that are most relevant to today's human resource management HRM professionals The contributors bring an up to date perspective of HRM definitions and practices and for ease of access the terms are presented in alphabetical order Each contributor includes the most recent research on a particular topic and summarizes a new and progressive definition of these important terms The book begins with an enlightening discussion of the evolving practice of talent management and contains the following topics Affirmative Action Assessment Business Ethics Campus Recruitment Career Development Compensation Drug Tests Employee Relations Flexible Benefits Glass Ceiling HR

Metrics and Analytics Mergers and Acquisitions National Labor Relations Act Quality Circles Recruitment and Selection Self Directed Work Teams Social Responsibility Strategic Human Resource Management Training Needs Analysis Work Family Balance and more The Encyclopedia of Human Resource Management gives human resource professionals the knowledge information and tools needed to implement the best practices in the field **Wasted Education** John D.

Skrentny,2023-11-17 An urgent reality check for America s blinkered fixation on STEM education We live in an era of STEM obsession Not only do tech companies dominate American enterprise and economic growth while complaining of STEM shortages but we also need scientific solutions to impending crises As a society we have poured enormous resources including billions of dollars into cultivating young minds for well paid STEM careers Yet despite it all we are facing a worker exodus with as many as 70% of STEM graduates opting out of STEM work Sociologist John D Skrentny investigates why and the answer he shows is simple the failure of STEM jobs Wasted Education reveals how STEM work drives away bright graduates as a result of burn and churn management practices lack of job security constant training for a neverending stream of new and often socially harmful technologies and the exclusion of women people of color and older workers Wasted Education shows that if we have any hope of improving the return on our STEM education investments we have to change the way we re treating the workers on whom our future depends **Use of Market Data in the Recruitment of High**

Potentials Jan Posthumus,2015-06-18 In his study Jan Posthumus uses the grounded theory method to explore the implementation of marketing instruments such as segmentation and targeting in the recruitment of high potentials in the pharmaceutical industry The implementation of these instruments can best be understood as the result of an interaction between four categories the identified internal need for certain groups of high potentials the scarcity of these groups of high potentials in the market the attitudes opinions and strategies within human resources and the technological capabilities Depending on the situation different recruitment instruments are used to recruit high potentials However the interviewees did not use an explicit high potential recruitment profile though they implicitly search for varying combinations of high potential characteristics such as intelligence and agility engagement the ability to perform in various environments and the ability to manage one s energy levels The Network Trap Meryl Bushell,Kim Hoque,Deborah Dean,2020-04-28 As we begin

the third decade of the twenty first century women have entered the workplace in unprecedented numbers are now outperforming men in terms of educational qualifications and are excelling across a range of professional fields Yet men continue to occupy the positions of real power in large corporations This book draws on unique unprecedented access to Chairs of FTSE 350 Chairs boardroom aspirants and executive head hunters to explain why this is the case The analysis it presents establishes that the relative absence of women in boardroom roles is not explained by their lack of relevant skills experience or ambition but instead by their exclusion from the powerful male dominated networks of key organisational decision makers It is from within these networks that candidates are sourced endorsed sponsored and championed Yet

women's efforts to penetrate these networks are instead likely to trap them into network relationships that will be of little value in helping them to fulfil their career aspirations. The analysis also identifies why women struggle to gain access to these networks and in doing so it demonstrates that the network trap in which women find themselves will not be overcome simply by encouraging them to change their networking behaviours. Instead there is a need for a fundamental reconsideration of how boardroom recruitment and selection is conducted and regulated to ensure the development of a more open transparent and equitable process.

High Tech and High Touch James E. Coverdill, William Finlay, 2017-11-15 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.

Economy in Society Michael J. Piore, 2013 Prominent economists discuss internal labor markets, the dynamics of immigration, labor market regulation and other key topics in the work of Michael J. Piore. In *Economy in Society*, five prominent social scientists honor Michael J. Piore in original essays that explore key topics in Piore's work and make significant independent contributions in their own right. Piore is distinctive for his original research that explores the interaction of social, political and economic considerations in the labor market and in the economic development of nations and regions. The essays in this volume reflect this rigorous interdisciplinary approach to important social and economic questions. M. Diane Burton's essay extends our understanding of internal labor markets by considering the influence of surrounding firms. Natasha Iskander builds on Piore's theory of immigration with a study of Mexican construction workers in two cities. Suzanne Berger highlights insights from Piore's work on technology and industrial development. Andrew Schrank takes up the theme of regulatory discretion, and Charles Sabel discusses theories of public bureaucracy.

The Good Temp Vicki Smith, Esther B. Neuwirth, 2010-08-20 Temporary agencies place approximately two and a half million people in jobs each day in the United States. Every year about twelve million people use these placement agencies to find temporary work. Many Americans, even those who desire permanent jobs, decide to enter the labor market through the portal of temporary agencies. Compared with the post World War II era when it was a marginal labor practice, temporary employment is today an entrenched feature of jobs and labor markets. How have temporary employment relationships become so widespread and

normalized In *The Good Temp* Vicki Smith and Esther B Neuwirth provide some novel answers to this question Their provocative analysis is based on an insider s view of the interior dynamics of a temporary help agency in Silicon Valley It incorporates a historical perspective on the rise of the temporary help service industry Smith and Neuwirth document how this powerful industry not only created a new market for temporary labor but also played a fundamental role in the erosion of the permanent employment model They analyze how agencies themselves came to manufacture and market this reinvented product the good temp an employee who is effective and efficient committed and sometimes preferable to a permanent staff member Joining extensive participant observation data with historical analysis *The Good Temp* contains some surprising findings about temporary employment today and fills a significant gap in our understanding of this important labor relationship

Emerging Conceptions of Work, Management and the Labor Market Steven P. Vallas, 2017-06-14 Economic institutions are undergoing radical transformations and with these has come a reconfiguration of labor market institutions managerial conceptions of work and the nature of authority and control over employees as well This volume addresses a wide array of questions to better understand these dramatic changes

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