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Social Media Recruitment Andy Headworth,2015-05-03 As the recruiting landscape changes, different methods are needed to attract talent, and social media is a key channel. However, many HR and recruiting professionals are not equipped with the knowledge and understanding to create a social media recruiting strategy. Social Media Recruitment combines practical guidance with case studies and insights from industry thought leaders to provide a full understanding of what social media means for HR and recruitment and how to successfully integrate and use it. In a series of easy-to-follow chapters and manageable steps, Social Media Recruitment covers the essentials from the beginning to the end of the process, including: how to implement a social media strategy; the crossover between HR, recruiting and marketing; measuring ROI; HR policies and procedures needed; big data and HR; using technology in recruiting, such as video interviewing; social media as an internal collaboration and communication tool across companies; how social media will impact recruiting and HR in the future. Ideal for all HR and recruitment professionals, and anyone responsible for talent strategy, Social Media Recruitment focuses on devising and implementing a social media recruitment strategy that works for your organization and is aligned with your recruitment objectives.

Multigenerational Online Behavior and Media Use: Concepts, Methodologies, Tools, and Applications Management Association, Information Resources,2019-02-01 The rapid evolution of technology continuously changes the way people interact, work, and learn. By examining these advances from a sociological perspective, researchers can further understand the impact of cyberspace on human behavior, interaction, and cognition. Multigenerational Online Behavior and Media Use: Concepts, Methodologies, Tools, and Applications is a vital reference source covering the impact of social networking platforms on a variety of relationships, including those between individuals, governments, citizens, businesses, and consumers. The publication also highlights the negative behavioral, physical, and mental effects of increased online usage and screen time such as mental health issues, internet addiction, and body image. Showcasing a range of topics including online dating, smartphone dependency, and cyberbullying, this multi-volume book is ideally designed for sociologists, psychologists, computer scientists, engineers, communication specialists, academicians, researchers, and graduate-level students seeking current research on media usage and its behavioral effects.

Content Is The New Sourcing Jim Stroud,2014-03-24 There is talent out there. Good talent. Talent you desperately want to hire but, guess what? They are hiding from you, do not have their resumes posted online or are rarely open to new opportunities. So, how do you reach people like that? You get them to come to you. How? Content. That's what this book is about. In this follow-up to his book, Resume Forensics, Jim Stroud discusses a marketing approach to sourcing passive candidates. Although boolean search string and keyword strategies are explored, this piece delves more into attracting candidates via a psychology and personalization methodology. SOME OF THE IDEAS AND STRATEGIES INCLUDED IN THIS WORK ARE: # Content is the new sourcing and that is good for recruiting. # Content is the new sourcing and that is bad for recruiting. # Some people do not want to be found by recruiters and here is the proof. # How to attract the people you want to hire while outfoxing your competition at the same time. # How to find quality content to share with your audience # Lots and lots of strategies for developing content when you don't have the time to do so # How to gauge your employment brand # How to monitor your competition's employment brand # How to make your sourcing team more efficient # How to engage passive candidates so they'll call you back # What to do with the people you do not hire RECRUITERS & SOURCERS: If you search for talent that is online, you risk bombarding the same candidates your competition is trying to recruit. However, if you can manage to lure them to you then there is less competition and you are speaking to those you most want to hire. TALENT ACQUISITION MANAGERS: If your recruiting team is solely focused on reacting to the needs of your clients, you are missing out on the A players trying their best to ignore you. The strategies herein make a compelling argument on why a proactive strategy is best for long-term and continued recruitment success. HR LEADERSHIP: Sourcing is not wholly separate from marketing. Ideally, it is an extension of it. Read this book and see why you should be marrying the recruitment function to your marketing team. Implement the ideas herein and gain a strategic advantage over your business rivals.

Executive Recruiting For Dummies David E. Perry,Mark J. Haluska,2017-03-20 Tips and strategies to fill executive-level positions Recruiting for high-end executives requires a special skill-set, and Executive Recruiting For Dummies is here to help you add this niche talent to your arsenal. Whether you're an in-house human resources manager or a professional recruiter at a search firm, this friendly guide walks you through each step of filling that senior, executive, or other highly specialized position. This book covers the globalization of talent and the advantages of executive recruiting. It provides expert guidance on finding the right candidates, conducting hardy screening and interviewing processes, closing deals, and more. There are 10,000,000 businesses in America that hire at least one senior executive a year, and most turn to commissioning a third-party organization, such as an executive search firm. Rather than losing that next top-tier recruiting job, let Executive Recruiting For Dummies show you how to add this highly desirable and sought-after skill to your resume. Learn to recruit with precision Create a robust interview process Close the deal with a winning offer Find out how to work with professional recruiters Discover how to find the best talent and retain and attract clients with the help of Executive Recruiting For Dummies.

The New World of Work Vaughan-Whitehead, Daniel,Ghellab, Youcef,de Bustillo Llorente , Rafael M.,2021-12-16 Actors in the world of work are facing an increasing number of challenges, including automatization and digitalization, new types of jobs and more diverse forms of employment. This timely book examines employer and worker responses, challenges and opportunities for social dialogue, and the role of social partners in the governance of the world of work.

Data Mining ,2022-03-30 The availability of big data due to computerization and automation has generated an urgent need for new techniques to analyze and convert big data into useful information and knowledge. Data mining is a promising and leading-edge technology for mining large volumes of data, looking for hidden information, and aiding knowledge discovery. It can be used for characterization, classification, discrimination, anomaly detection, association, clustering, trend or evolution prediction, and much more in fields such as science, medicine, economics, engineering, computers, and even business analytics. This book presents basic concepts, ideas, and research in data mining.

Born Both Hida Viloria,2017-03-14 From one of the world's foremost intersex activists, a candid, provocative, and eye-opening memoir of gender identity, self-acceptance, and love. My name is Hida Viloria. I was raised as a girl but discovered at a young age that my body looked different. Having endured an often turbulent home life as a

kid, there were many times when I felt scared and alone, especially given my attraction to girls. But unlike most people in the first world who are born intersex--meaning they have genitals, reproductive organs, hormones, and/or chromosomal patterns that do not fit standard definitions of male or female--I grew up in the body I was born with because my parents did not have my sex characteristics surgically altered at birth. It wasn't until I was twenty-six and encountered the term intersex in a San Francisco newspaper that I finally had a name for my difference. That's when I began to explore what it means to live in the space between genders--to be both and neither. I tried living as a feminine woman, an androgynous person, and even for a brief period of time as a man. Good friends would not recognize me, and gay men would hit on me. My gender fluidity was exciting, and in many ways freeing--but it could also be isolating. I had to know if there were other intersex people like me, but when I finally found an intersex community to connect with I was shocked, and then deeply upset, to learn that most of the people I met had been scarred, both physically and psychologically, by infant surgeries and hormone treatments meant to correct their bodies. Realizing that the invisibility of intersex people in society facilitated these practices, I made it my mission to bring an end to it--and became one of the first people to voluntarily come out as intersex at a national and then international level. *Born Both* is the story of my lifelong journey toward finding love and embracing my authentic identity in a world that insists on categorizing people into either/or, and of my decades-long fight for human rights and equality for intersex people everywhere.

Méthodes de recherche en contexte numérique Mélanie Millette, David Myles, Florence Millerand, Guillaume Latzko-Toth, 2020-11-18T13:13:00-05:00 Ce livre fait le point sur les avancées et les enjeux de la méthodologie qualitative en contexte numérique. Il offre un panorama des méthodes de recherche les plus récentes pour l'étude des phénomènes en ligne par les sciences sociales – communication, sociologie, anthropologie. Cet ouvrage foisonnant présente des textes allant des fondements épistémologiques aux méthodes visuelles pour l'étude d'objets numériques, en passant par les stratégies ethnographiques, la collecte et l'analyse de traces d'activités en ligne. Au-delà du manuel, l'ouvrage se distingue par son actualité, sa cohérence entre la théorie et la pratique ainsi que par sa résonance interdisciplinaire. Les chercheurs et les chercheuses en sciences humaines et sociales, les spécialistes d'Internet ainsi que les étudiants et les étudiantes intéressés à l'analyse d'un objet ou d'un fait social relié à l'univers numérique seront comblés notamment par la richesse des thèmes abordés, les types de corpus étudiés et les exemples d'enquêtes.

New York Court of Appeals. Records and Briefs. New York (State).,

Platform work in the Nordic models: Issues, cases and responses Jesnes, Kristin, Oppegaard, Sigurd M. Nordli, 2020-05-24 Online publication: <https://pub.norden.org/temanord2020-513/> Abstract [en] This report explores how the platform economy is evolving in the Nordic countries and how its evolution is influenced by the Nordic labour market models and vice-versa. Here, we include all the Nordic countries (Denmark, Finland, Norway and Sweden), except Iceland, where platform work is still very marginal. While remaining a marginal phenomenon in the Nordic countries, platform work can be seen as one important case in which many key aspects of the changing world of work coalesce. This report on platform work in the Nordic countries thus connects some of the themes explored in the other pillars of the NFOW project, such as digitalization, new forms of employment and the legal and regulatory challenges currently faced by the social partners, governments and Nordic labour market models.

The Routledge Handbook of Smart Technologies Heinz D. Kurz, Marlies Schütz, Rita Strohmaier, Stella S. Zilian, 2022-02-27 This Handbook provides a thorough discussion of the most recent wave of technological (and organisational) innovations, frequently called “smart” and based on the digitisation of information. The acronym stands for Self-Monitoring, Analysis and Reporting Technology. This new wave is one in a row of waves that have shaken up and transformed the economy, society and culture since the first Industrial Revolution and have left a huge impact on how we live, think, communicate and work: they have deeply affected the socioeconomic metabolism from within and humankind's footprint on our planet. The Handbook analyses the origins of the current wave, its roots in earlier ones and its path-dependent nature; its current forms and actual manifestations; its multifarious impact on economy and society; and it puts forward some guesstimates regarding the probable directions of its further development. In short, the Handbook studies the past, the present and the future of smart technologies and digitalisation. This cutting-edge reference will appeal to a broad audience, including but not limited to, researchers from various disciplines with a focus on technological innovation and their impact on the socioeconomic system; students across different fields but especially from economics, social sciences and law studying questions related to radical technological change and its consequences, as well as professionals around the globe interested in the debate of smart technologies and socioeconomic transformation, from a multi- and interdisciplinary perspective.

Engineering News, 1886

Harlequin Blaze April 2015 Box Set Anne Marsh, Kate Hoffmann, Tanya Michaels, Erin McCarthy, 2015-04-01 Harlequin® Blaze brings you four new red-hot reads for one great price, available now! This Blaze box set includes *Wicked Secrets* by Anne Marsh, *The Mighty Quinns: Eli* by Kate Hoffmann, *Good with His Hands* by Tanya Michaels and *Deep Focus* by Erin McCarthy. Look for 4 new sexy, steamy stories every month from Harlequin® Blaze!

Side Hustle Safety Net Alexandra J. Ravenelle, 2023-10-24 The first major study of how the pandemic affected gig workers—a sociological exploration that reads like a novel. This is the story of what the most vulnerable wage earners—gig workers, restaurant staff, early-career creatives, and minimum-wage laborers—do when the economy suddenly collapses. In *Side Hustle Safety Net*, Alexandra J. Ravenelle builds on interviews with nearly two hundred gig-based and precarious workers, conducted during the height of the pandemic, to uncover the unique challenges they faced in unprecedented times. This book looks at both the officially unemployed and the “forgotten jobless”—a digital-era demographic that turned to side hustles—and reveals how they fared. CARES Act assistance allowed some to change careers, start businesses, perhaps transform their lives. However, gig workers and those involved in “polyemployment” found themselves at the mercy of outdated unemployment systems, vulnerable to scams, and attempting dubious survival strategies. Ultimately, *Side Hustle Safety Net* argues that the rise of the gig economy, partnered with underemployment and economic instability, has increased worker precarity with disastrous consequences.

Research in Personnel and Human Resources Management M. Ronald Buckley, Anthony R. Wheeler, John E. Baur, Jonathon R. B. Halbesleben, 2022-10-04 Volume 40 of *Research in Personnel and Human Resources Management* offers several original scholarly contributions written by thought leaders in the field of human resources management.

Portmanteaus and More Charlotte Smith, 2023-03-21 I think this book will be fun and interesting for you. Portmanteaus like smog and Bennifer are a very current craze. Palindromes are words, phrases, sentences, numbers,

and dates that read the same forwards and backwards. One chapter is devoted to how many of our last names came about.

Chords of Strength David Archuleta, 2010-06-01 The New York Times bestseller-the inspiring personal story of American Idol's David Archuleta. In the New York Times bestseller Chords of Strength, American Idol favorite David Archuleta shares his unexpected and inspiring journey, including how he overcame vocal cord paralysis to achieve his dream of being a successful singer. David also opens up about the strength he draws from his unshakable faith and family. He pays tribute to those who continue to inspire him and, through their example, help him believe in himself, his talent, and his abilities. Intimate and uplifting, Chords of Strength allows a unique glimpse at the man behind the music and offers hope to anyone with a passion and a dream.

T Bytes Platforms & Applications ITShades.com, 2020-12-02 This document brings together a set of latest data points and publicly available information relevant for Platforms & Applications Industry. We are very excited to share this content and believe that readers will benefit from this periodic publication immensely.

T-Byte Platforms & Applications IT-Shades, 2020-01-29 This document brings together a set of latest data points and publicly available information relevant for Platforms & Applications. We are very excited to share this content and believe that readers will benefit immensely from this periodic publication immensely.

Il manuale delle risorse umane. Scritto da manager per futuri manager Ernesto D'Amato, 2022-04-08 Questo libro, che non è l'ennesimo manuale astratto e nozionistico, si presenta come uno strumento realizzato per offrire al lettore un ricco ventaglio di casi aziendali e best practices in ambito HR, allo scopo di incoraggiare un proficuo processo di apprendimento, nel quale siano le teorie a nascere da casi ed esempi concreti e non l'inverso. Articolato in quattro sezioni, corrispondenti ad altrettante aree tematiche, il volume raccoglie le testimonianze di una trentina di manager delle più importanti aziende, da Sanofi a Trenord, da Generali a Ikea, da Bosch a Manpower e molte altre realtà. Una raccolta di esperienze sul campo raccontate e ripercorse da chi gestisce davvero la funzione risorse umane, ma anche soluzioni nuove e strategie poste in essere da coloro che quotidianamente sono chiamati ad affrontare problemi organizzativi reali. Linee guida che potranno servire da bussola e da stimolo per i manager di oggi e di domani.

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