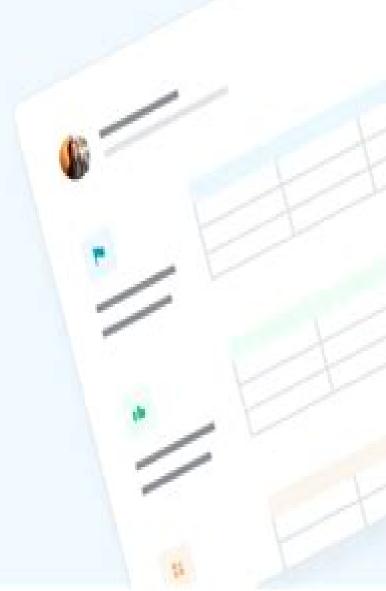


Learning Centre

# How to make better hiring decisions



**A Loxley** 

The High Cost of Low Morale...and what to do about it Carol A. Hacker,2021-10-19 While the morale of an organization is an intangible element composed of feelings and attitudes of individuals and groups the effects of morale include tangible and extremely important factors such as profits efficiency quality and productivity Low morale and its costliest indicator high turnover can be a tremendous drain on a company s finances Managers often view morale as mysterious and unpredictable when in fact it is a measurable controllable expense The High Cost of Low Morale explores the underlying causes of low morale and offers you field proven practical methods for increasing morale and reducing turnover in your organization

People Investment Elliott Robert Worthington, Anita E. Worthington, 1993 Provides advice to business on hiring training promoting and firing employees and other personnel issues and includes sample forms Draw the Line Frances Lynch, 1995 60% of all women in the workplace have been victims of sexual harassment This book explains in clear language how to establish a sexual harassment free workplace that benefits employees and employers Draw The Line uses sample sexual harassment policy guidelines complaint forms and disciplinary letters to help the owner learn to recognize remarks and actions that are legally actionable The Complete Career Makeover Nic Paton, 2012-06-05 Have you reached a crossroads in your career Do you want to start your own business or go freelance Would you like some easy to follow guidance on making a career change In these times of economic uncertainty it's natural to find the idea of switching jobs daunting However it is precisely during a downturn that shifts in the employment market can lead to unprecedented and exciting opportunities to try something new Of course there are major questions to be asked and considerations to take into account when you re thinking of changing career path finances time age family and location to name but a few and in this unique quide the Guardian's careers experts lead you through the employment minefield with clear and practical advice Whether you need to retrain are looking for finances to fund a new business or simply want to know the best way to move into a different role within your current company this timely quide is packed with expert advice personal case studies and contacts to help you give your career and your life and total makeover Million-Dollar Hire David P. Jones, 2011-02-14 Tools for translating recruiting and hiring decisions into financial returns Even in a down economy U S business and government make millions of hiring decisions every year Every decision carries risk Every hire is an investment Ideally every one pays a return In today s demanding environment companies no longer have room to get it wrong Million Dollar Hire shows how leading companies have re invented themselves beat their competition and added millions to their bottom lines with re engineered recruiting and hiring practices Using practical real world illustrations it shows that there are tools to treat every hiring decision with the same focus a business applies in acquiring other high value assets Shows how new technologies and social networking tools are being used to spider the Internet and find the best candidates before the competition Explains how different approaches to candidate screening translate to different levels of financial return to a

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some of the most powerful techniques we have discovered Have you ever driven through corn country From a distance all you see are corn stalks and more corn stalks in a jumbled mess Then suddenly when you get closer your perspective changes and you can see down the rows and realize that the corn was planted perfectly in straight lines Your perception of the crop changes from a messy jumble to a clear picture simply because you re in the right spot This book puts readers in that ideal spot So many problems seem like hopeless jumbles but then when you start using the techniques we discuss here they start to look as straightforward as the straightest line in an Iowa cornfield What motivated us to write this book is that over the years both of us have regularly come across people in organizations often bright people with MBAs or other graduate degrees who don't think they have time energy or skills to make good decisions. They have many clues but don't know how to put them together They regularly face situations that they could analyze with some of the tools they learned in their courses but they don't realize that We don't hold ourselves apart from this group and stories of our successes and failures are sprinkled throughout Making Great Decisions in Business and Life **Congressional Record** United States. Congress, 2000 The Congressional Record is the official record of the proceedings and debates of the United States Congress It is published daily when Congress is in session The Congressional Record began publication in 1873 Debates for sessions prior to 1873 are recorded in The Debates and Proceedings in the Congress of the United States 1789 1824 the Register of Debates in Congress 1824 1837 and the Congressional Globe 1833 1873 How to Recruit and Hire Great Software Engineers Patrick McCuller, 2013-01-23 Want a great software development team Look no further How to Recruit and Hire Great Software Engineers Building a Crack Development Team is a field guide and instruction manual for finding and hiring excellent engineers that fit your team drive your success and provide you with a competitive advantage Focusing on proven methods the book guides you through creating and tailoring a hiring process specific to your needs You ll learn to establish implement evaluate and fine tune a successful hiring process from beginning to end Some studies show that really good programmers can be as much as 5 or even 10 times more productive than the rest How do you find these rock star developers Patrick McCuller an experienced engineering and hiring manager has made answering that question part of his life s work and the result is this book It covers sourcing talent preparing for interviews developing questions and exercises that reveal talent or the lack thereof handling common and uncommon situations and onboarding your new hires How to Recruit and Hire Great Software Engineers will make your hiring much more effective providing a long term edge for your projects It will Teach you everything you need to know to find and evaluate great software developers Explain why and how you should consider candidates as customers which makes offers easy to negotiate and close Give you the methods to create and engineer an optimized process for your business from job description to onboarding and the hundreds of details in between Provide analytical tools and metrics to help you improve the quality of your hires This book will prove invaluable to new managers But McCuller's deep thinking on the subject will also help veteran managers who understand the essential importance of

finding just the right person to move projects forward Put into practice the hiringprocess this book prescribes will not just improve the success rate of your projects it ll make your work life easier and lot more fun The Alcalde, 2011-03 As the magazine of the Texas Exes The Alcalde has united alumni and friends of The University of Texas at Austin for nearly 100 years The Alcalde serves as an intellectual crossroads where UT s luminaries artists engineers executives musicians attorneys journalists lawmakers and professors among them meet bimonthly to exchange ideas Its pages also offer a place for Texas Exes to swap stories and share memories of Austin and their alma mater The magazine's unique name is Spanish for mayor or chief magistrate the nickname of the governor who signed UT into existence was The Old Alcalde Papers of the Presidents of the United States United States. President, 1993 Containing the public messages speeches and statements of the President 1956 1992 **Sport Facility and Event Management** Thomas J. Aicher, Brianna L. Newland, Amanda L. Paule-Koba, 2015 Includes access code for Navigate 2 Advantage Access Successful Newsletter Or Magazine Cheryl Woodard, 1997 Founding and operating small specialized newsletters and magazines has become one of the great entrepreneurial opportunities Written by the co founder of two of the most successful magazines of all time this book gives publishing entrepreneurs the practical know how they need to put together a profitable Weekly Compilation of Presidential Documents, 2000 Having It All Corinne Low, PhD,2025-09-23 publication Illus You re not imagining it Women aren t getting a good deal at home or at work We have the evidence to prove it This book gives you the power to change it For women in America today the promise of having it all is an ever elusive carrot Faced with unsustainable demands in every sphere we are certainly doing it all but at a steep cost Research shows that biologically culturally and economically we are on uneven playing ground and one that drains us of our happiness But that same data can empower us to make choices that will reclaim our time our energy and even our joy In Having It All Wharton professor and economist Dr Corinne Low unpacks the hidden factors that influence women s decision making and how the unintended consequences of these choices alter the course of our lives From when and whether to get married and or have children to what type of career to pursue whether to obtain an advanced degree to where to live Dr Low explores questions such as What if there is no optimal time to have a family but rather a slew of different considerations at different life stages What if we approached decisions around marriage and partnership as rigorously as we would an employment opportunity What if we valued our time in dollars and cents and structured our lives around choices that give us the greatest return on our investments For too long women have been expected to accept labor intensive solutions to systemic problems optimize lean in work harder But Dr Low isn t suggesting women need to do more In the tradition of bestselling books like Eve Rodsky s Fair Play and Emily Oster's Cribsheet Having It All blends personal experience research and analysis to illuminate the complex decisions women face and offers an evidence based framework for creating a better happier life Consider it the essential economics textbook for life as a woman but hopefully a little more fun Financial Jov Ken Okoroafor, Mary

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