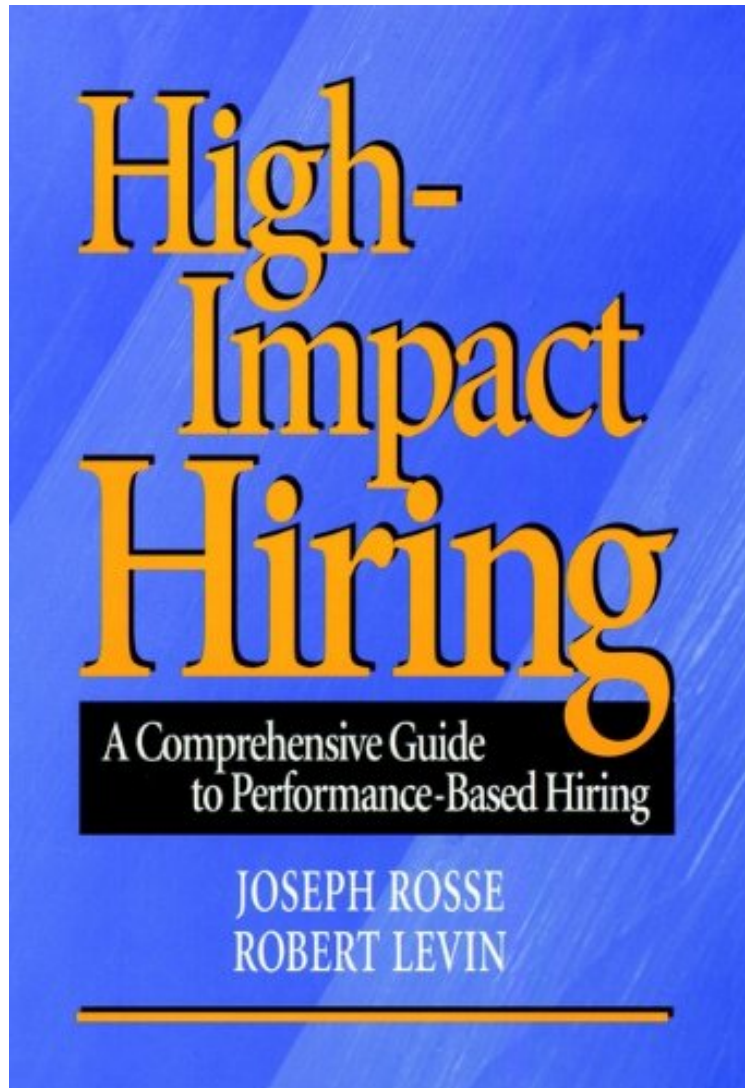


# High-Impact Hiring: A Comprehensive Guide to Performance-Based Hiring

*Joseph G. Rosse, Robert A. Levin*  
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**Joseph G. Rosse, Robert A. Levin : High-Impact Hiring: A Comprehensive Guide to Performance-Based Hiring** before purchasing it in order to gauge whether or not it would be worth my time, and all praised High-Impact Hiring: A Comprehensive Guide to Performance-Based Hiring:

0 of 0 people found the following review helpful. The Book By Douglas Bennett A good book for teaching and understanding an aspect of human relations management...useful to the professional as well as the student. 0 of 0 people found the following review helpful. These Guys Understand Selection! By Paul This is a great book that teaches hiring managers how to do excellent selection. Rosse and Levin lay out the theoretical, legal, and practical aspects of

hiring the best people possible. I really respect their honesty. They are up front in that they aren't trying to sell snake oil and they aren't trying to say that their method will generate the best hire 100% of the time. Their approach is both experience and empirical based. The language is straight forward without being dumbed down. The only minor flaw I saw was that the authors cut a little bit of the corners with describing reliability and validity. Some of their definition of reliability could actually probably be considered internal validity and their description of content validity is probably more along the lines of the definition of face validity. However, that's a minor gripe. The intended audience were general management people rather than SPHRs and I/O psychologists (though HR and I/O psychologists could still probably get some things out of the book). Highly recommended for those who want to improve their hiring systems. 7 of 8 people found the following review helpful. This is the hiring book to use. By A Customer. At last, I found a book about hiring that treats me like I can think. This book is readable and has a lot of depth. The authors get you to think through where you are trying to go with your business as the first part of hiring. I got a lot out of that focus. Then they have solid information about what tools to use for good hiring. High-Impact Hiring shows you how to structure an interview, but also how to use other tools like tests and reference checks. They show you how to design your own performance tests. Their decision-making tools are cool--there's a decision table that helps you make sure you don't hire a disaster and sorts out all the information you've got. If you just want an interviewing book, you could get one of the other "hiring" books--though High-Impact Hiring's treatment of interviewing was the best I've read. This book that gives you a system, gives you knowledge and tools, and treats you with respect.

A simple yet comprehensive framework for hiring exceptional people and tying the hiring decision into the purpose and work of the organization. In clear-cut terms, the authors guide the reader through the procedures and sequences for applying the right hiring tools in the right ways for the right tasks.

The approach to hiring for performance outlined by Joe Rosse and Bob Levin in High-Impact Hiring is long overdue. The problem intrinsic to performance-based hiring is deep and perplexing; I always need help when I am hiring and this book has been extraordinarily helpful. (Larry Gold, founder, chairman, and chief scientific officer, NeXstar Pharmaceuticals; member, National Academy of Sciences) No other publication I am familiar with covers the breadth of the hiring process in practical terms and walks the reader through a step-by-step process aimed at increasing the effectiveness of attracting and selecting higher performing employees. (Fred Holt, human resources director, Tenaera) In any organization, who you hire is every bit as important as your areas of core competency. I wish that the CEO and managers of every organization that I work with would use the performance-based approach described in High-Impact Hiring. (Juan Rodriguez, entrepreneur; founder, Exabyte Corporation and Storage Technology Corporation; chairman and CEO, Ecrix Corporation) High-Impact Hiring views the staffing challenge as similar to and in the context of other typical business problems: the focus is on optimizing the organization's performance. It offers solid operating assumptions and a set of insightful processes. Great stuff for the line manager or supervisor as well as the HR practitioner. (John Gordon, vice president of human resources, Fujitsu Microelectronics) From the Inside Flap One of the most critical tasks any manager, executive, or business owner can undertake is that of hiring employees. The hiring process is both costly and risky, and the results can significantly impact the future of an entire organization. Yet many remain convinced that good hires are ultimately the by-product of luck, intuition, or old-fashioned gut feelings. They haven't read this book. High-Impact Hiring counters hit-or-miss approaches to employee selection with a rigorously tested framework that takes into account all of the selection procedures currently in use. Moreover, it provides employers with an understanding of the concepts behind those procedures so they can develop an approach to hiring employees whose capacity for high performance will maximize an organization's potential for success. An approach employers can continue to adapt as needs or situations change. Based on the latest cutting-edge research and the authors' considerable experience in developing hiring systems for such major corporations as Adolph Coors Company, Kaiser Permanente, and General Tire Rubber as well as numerous small- and medium-sized businesses, this book takes the mystery out of making good hires and serves as a comprehensive, systematic guide to understanding, planning, and perfecting the hiring process. Among the wealth of practical insights it offers, you will discover: How to analyze a job in terms of overall organizational goals and hire accordingly? How to structure an interview that gets past superficial answers and uncovers critical information? How to develop a mix of selection procedures that efficiently and accurately assesses applicants' qualifications? How to make hiring decisions when information is limited? Which hiring practices increase successful job performance, and what you should do before and after a hire to increase the opportunities for success. Complete with sample interview questions, a hiring decision guide, and a summary of legal obligations. From the Back Cover Of all the decisions a manager or business owner must make, few will have a greater impact on the ultimate success or failure of that business than the decision of which employees to hire. Yet for many managers successful hiring lies in the mysterious province of plain dumb luck. High-Impact Hiring, however, can change all that. Here, work performance experts Rosse and Levin reach above and beyond quick fixes and fads to present those who hire with a rigorously tested, comprehensive framework for making sound hiring

decisions based on a candidate's capacity for high performance.