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Phillips, J. and Gully, J. Strategic Staffing 2012 - New Jersey: Pearson - Upper Saddle River

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strategic staffing-has been defined as “the process of staffing an organization in future-oriented, goal-directed ways that support the business strategy of the organization and enhance its effectiveness” (Phillips & Gully, 2009, p. 4). An important theme that underlies these definitions is that each describes

## **Organizational Strategy and Staffing**

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### **Chapter 2: Business and Staffing Strategies**

Strategic Staffing prepares all current and future managers to take a strategic and modern approach to staffing.. KEY TOPICS: Strategic Staffing; Business and Staffing Strategies; The Legal Context; Strategic Job Analysis and Competency Modeling; Forecasting and Planning Sourcing: Identifying Recruits; Recruiting; Measurement; Assessing External Candidates; Assessing Internal Candidates ...

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The project develops strategic staffing skills in addition to developing tacit knowledge about the strategic staffing process. Readers apply the material and develop their staffing skills by working on a book-long case and completing assignments at the end of each chapter, and by viewing and rating videos of candidates in structured and unstructured employment interviews.

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