Social Media in Employee Selection and Recruitment: Theory, Practice, and Current Challenges

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This timely resource offers fresh research on companies'
use of social media platforms—from Twitter and Facebook to LinkedIn and other
career sites—to find and hire personnel. Its balanced approach explains why and
how social media are commonly used in both employee recruitment and selection, exploring
relevant theoretical constructs and practical considerations about their
appropriateness and validity. Contributors clarify a confusing cyberscape with
recommendations and best practices, legal and ethical issues, pitfalls and
problems, and possibilities for standardization. And the book's insights on
emerging and anticipated developments will keep the reader abreast of the field
as it evolves.

Included in the coverage:

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Social media as a personnel selection
and hiring resource: Reservations and recommendations.

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Game-thinking within social media to
recruit and select job candidates.

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Social media, big data, and employment
decisions.

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The use of social media by BRIC nations
during the selection process.

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Legal concerns when considering social
media data in selection.

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Online exclusion: Biases that may arise
when using social media in talent acquisition.

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Is John Smith really John Smith?
Misrepresentations and misattributions of candidates using social media and
social networking sites.

Social Media in Employee Selection and Recruitment is a bedrock reference for
industrial/organizational psychology and human resources academics currently or
planning to conduct research in this area, as well as for academic libraries. Practitioners
considering consulting social media as part of human resource planning or
selection system design will find it a straight-talking guide to staying
competitive.

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