THE FUTURE OF RECRUITMENT

These leading experts in assessment and technology generously share their insights on the new frontier of talent management tools driven by AI (e.g., video interviews, resume screening, game-based assessments). Authors also raise critically important attendant issues regarding privacy, algorithmic bias, and other legal and ethical concerns. The book stands to contribute to fruitful multidisciplinary collaborations, challenging conversations, and productive disagreements essential to meaningful advances in this domain.

–Dr Fred Oswald, Professor and Herbert S. Autrey Chair in Social Sciences, Department of Psychological Sciences and Management, Rice University

This book not only describes recruitment technology in a way that is both easy to understand and rich in scientific detail, it also captures the ethical and societal consequences of recruitment. One of the most important books on recruitment to read.

–Frida Polli, CEO and Cofounder of Pymetrics

Everything that's important to know about the future of recruitment is put together in this engaging book which will impact the way we think about recruitment for years to come. New and emerging recruitment technology is expertly captured, if you want to understand the science underlying today's and tomorrow's recruitment tech, look no further.

–Michal Kosinski, Associate Professor of Organizational Behavior, Stanford Graduate School of Business

The Future of Work

The future of work is a vital contemporary area of debate both in business and management research, and in wider social, political, and economic discourse. Globally relevant issues, including the aging workforce, rise of the gig economy, workplace automation, and changing forms of business ownership, are all regularly the subject of discussion in both academic research and the mainstream media, having wider professional and public policy implications.

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Offering future research agendas and suggesting practical outcomes for today's and tomorrow's businesses and workforce, the books in this series present powerful, challenging, and polemical analysis of a diverse range of subjects in their potential to address future challenges and possible new trajectories.

The series highlights what changes still need to be made to core areas of business practice and theory in order for them to be forward-facing, more representative, and able to fulfill the industrial challenges of the future.

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THE FUTURE OF RECRUITMENT

Using the New Science of Talent Analytics to Get Your Hiring Right

BY

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INVESTOR IN PEOPLE

To my granny Doris and my mother Susanne. May the future continue to afford more opportunities to women

– Franziska Leutner

To my mother Hayley, for her endless support and encouragement

– Reece Akhtar

For those who are trying to make work better

– Tomas Chamorro Premuzic

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