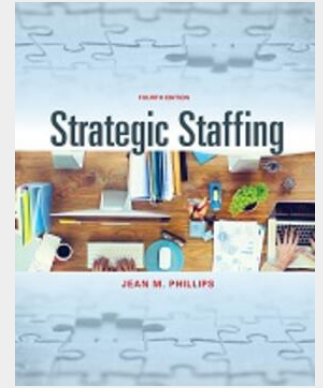


Phillips

## Strategic Staffing

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Formerly published by Chicago Business Press, now published by Sage Strategic Staffing, 4e prepares all current and future managers to take a strategic and modern approach to the identification, attraction, selection, deployment, and retention of talent. Organizations increasingly realize that their employees are the key to executing their business strategies, and the current competition for talent has made the identification and attraction of high-performing employees essential for companies to succeed in their marketplaces. The right employees give their organization a competitive advantage that sets it apart and drives its performance. In today's business environment, a company's ability to execute its strategy and maintain its competitive edge depends even more on the quality of its employees. And the quality of a company's employees is directly affected by the quality of its recruiting and staffing systems. Because hiring managers are involved in the staffing process, hiring managers and human resources (HR) professionals need to be familiar with strategic staffing techniques. Over the past 10 years, advancing technology and the increased application of data analytics have changed the practices of sourcing, recruiting, and staffing. Strategic Staffing 4e is grounded in research, communicates practical and modern staffing concepts and the role of staffing in organizational performance, and is engaging to read. The new edition contains updates to many sections on the roles of technology and analytics and adds more focus to the discussion of ethics that was added to the fourth edition. New research findings were also incorporated, and many company examples were updated. The fifth edition of Strategic Staffing continues to present up-to-date staffing theories and practices in an interesting, engaging, and easy-to-read format.



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