

Human Resource Management, ideology and gender



Filesize: 1.45 MB

Reviews

Completely among the finest publication I have possibly read. It really is basic but excitement in the fifty percent from the pdf. Your lifestyle span is going to be convert when you total looking at this publication.

(Dr. Curt Harber)

HUMAN RESOURCE MANAGEMENT, IDEOLOGY AND GENDER



To download **Human Resource Management, ideology and gender** PDF, remember to click the hyperlink below and save the file or gain access to other information which might be highly relevant to HUMAN RESOURCE MANAGEMENT, IDEOLOGY AND GENDER book.

GRIN Verlag Jun 2008, 2008. sonst. Bücher. Book Condition: Neu. 210x148x1 mm. This item is printed on demand - Print on Demand Neuware - Project Report from the year 2007 in the subject Sociology - Work, Profession, Education, Organisation, printed single-sided, grade: 1,0 (A), National University of Singapore (Department of Sociology), course: Sociology of work, 19 entries in the bibliography, language: English, abstract: The impact of organizational practices such as recruitment and performance appraisal on gender relations in society has received extensive attention from a number of researchers. Various authors profess the gendered nature of bureaucratic organization and its processes and practices. However, the rise of executive search firms as a specialized form of recruitment, strangely has not sparked much scientific interest. Executive search seems to be perceived as not distinctly different from traditional recruitment. However, I suggest that extensive outsourcing of recruitment to external vendors intensifies the segregating effects of Human Resource practices in terms of gender composition of the workforce, primarily due to the structurally immanent disconnection between agency and client company culture as well as the heightened ideology of scientific objectivity and effectiveness associated with specialized recruitment. In my research for this paper I have pursued three interlinked objectives: 1. to define the role of organizational recruitment practices in producing and reproducing gender inequalities, influencing individuals lives and career chances 2. to locate the role of state discourse in facilitating reproduction of inequalities through work practices and to illustrate this with the Singaporean case 3. to explore the special case of executive search firms and suggest the potential effects of outsourcing recruitment functions on gender relations in society My analysis relies heavily on the review of previous studies as well as on two in-depth interviews conducted with recruitment consultants employed in executive search firms in Singapore. 20...



[Read Human Resource Management, ideology and gender Online](#)



[Download PDF Human Resource Management, ideology and gender](#)

You May Also Like



[PDF] Programming in D

Click the link under to download and read "Programming in D" document.

[Download Book »](#)



[PDF] Psychologisches Testverfahren

Click the link under to download and read "Psychologisches Testverfahren" document.

[Download Book »](#)



[PDF] Yearbook Volume 15

Click the link under to download and read "Yearbook Volume 15" document.

[Download Book »](#)



[PDF] Unplug Your Kids: A Parent's Guide to Raising Happy, Active and Well-Adjusted Children in the Digital Age

Click the link under to download and read "Unplug Your Kids: A Parent's Guide to Raising Happy, Active and Well-Adjusted Children in the Digital Age" document.

[Download Book »](#)



[PDF] Angels Among Us: 52 Humorous and Inspirational Short Stories: Lifes Outtakes - Year 7

Click the link under to download and read "Angels Among Us: 52 Humorous and Inspirational Short Stories: Lifes Outtakes - Year 7" document.

[Download Book »](#)



[PDF] Studyguide for Preschool Appropriate Practices by Janice J. Beaty ISBN: 9781428304482

Click the link under to download and read "Studyguide for Preschool Appropriate Practices by Janice J. Beaty ISBN: 9781428304482" document.

[Download Book »](#)