

Ethics in Recruitment and Selection

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- employment selection process;
- ethics;
- executive search;
- headhunting;
- organizational psychology;
- social media websites;
- social network recruitment;
- values-based recruitment

Summary

This chapter focuses on one approach to ethics in recruitment and selection process in an organization: the way in which the specific processes of recruitment and selection are carried out, whether it concerns relationships among the people involved, the criteria used to exclude and rank the applicants or the transparency and fairness of the processes undertaken. It reviews the literature on values as a criterion for recruiting and selecting candidates. The chapter then discusses the relationships between those responsible for carrying out the recruitment and assessment process and applicants. Next, it focuses on ethical dimensions of the recruitment and selection process brought about by the exponential growth of social networks and social media. The chapter also talks about executive search and headhunting practices. The advantages of using social media websites in the recruitment and selection process are finally discussed.

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