

DONT HIRE THE BEST: AN ESSENTIAL GUIDE TO PICKING THE RIGHT TEAM



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DONT HIRE THE BEST: AN ESSENTIAL GUIDE TO PICKING THE RIGHT TEAM

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HarperCollins Publishers India Ltd., Noida, India, 2012. Soft cover. Book Condition: New. A very useful book for all involved in the task of hiring high-potential talent' - Azim Premji, Chairman, Wipro Ltd. Qualification, experience, competence and personality -how should a manager weigh these while recruiting? Does it pay to take on a 'star' performer? What, indeed, is the secret of good hiring? There's no organizational process more important than recruitment. However, traditional resume- and interview-based hiring often does not account for the most important factor: personality. But what individual traits must one measure, and how? Skilled interviewers know that the trick lies in not just asking questions that challenge the candidate, but in figuring out whether his or her answer reveals a fit between the company's expectations and the personality of the interviewee. In Don't Hire the Best, Abhijit Bhaduri brings his vast experience in leading HR teams at Wipro, Microsoft, PepsiCo, Colgate and Tata Steel to answer these and related questions on hiring judiciously. Bhaduri particularly underlines here the difference between hiring the right fit vis-a-vis hiring the "best". He includes case studies ranging from entrepreneurial start-ups with barely a handful of people in leadership roles to large global organizations, and provides a comprehensive guide on how to balance the person, the role and the company culture - the only way to appoint people who will be successful. Page Extent: 184.



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