SAGE journal articles

# Chapter 6: People resourcing

Turnover rates and organizational performance: Review, critique, and research agenda

This article reviews the literature on turnover rates and organisational performance from a variety of perspectives, concluding that high employee turnover has negative implications for many aspects of organisational performance.

<http://journals.sagepub.com/stoken/rbtfl/Zj8Gwkh3GDND6evu2jDg/pdf/10.1177/2041386610382152>

Multilevel and strategic recruitment: Where have we been, where can we go from here?

This paper provides a useful overview of strategic recruitment and its importance in relation to strategic human resource management. The authors propose the ideas of vertical and horizontal strategic recruitment as means by which to assess the extent of integration of recruitment activity within the wider organisational context.

<http://journals.sagepub.com/stoken/rbtfl/H626QGsJKpWgumK79txZ/pdf/10.1177/0149206315582248>

Using social media content for screening in recruitment and selection: Pros and cons

This paper considers the arguments for and against the use of social media content to inform hiring decisions, within the legal and ethical context of the UK and USA. It addresses concerns about privacy and security, impression management and discrimination, concluding that it remains to be seen whether information from social networks is useful in recruitment and selection.

<http://journals.sagepub.com/stoken/rbtfl/aqrkMK25eANkF5hnXcmW/pdf/10.1177/0950017015613746>

Exploring the relationship between employer branding and employee retention

This article explores how the development of a strong employer brand can positively impact employee commitment to an organisation. In doing so, it identifies a range of antecedents to be promoted in employer brandings, such as work-life balance and development opportunities, which positively impact employee retention.

<https://journals.sagepub.com/stoken/rbtfl/AwBDzAb4ih3HjND5VVy7/pdf/10.1177/0972150916631214>