UNIVERSIDADE LUSÍADA
LISBOA

Course Unit Program
Personnel Recruitment and Selection

Academic Year 2026/2027

1. Organic Unit

Faculty of Business and Economic Sciences

2. Course

Human Resource Management

3. Cycle

1st

4. Course Unit

Personnel Recruitment and Selection (11319)

5. Scientific Area

6. Curricular Year

2nd

7. Type of Curricular Unit / Semester

2nd Semester

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8. Class type and workload (work time)

Theoretical classes:	
Practical classes:	
Theoretical-Practical Classes	30,00
Tutorial Guidance:	20,00

9. ECTS Credits

6,00

10. Scientific Area Coordinator

11. Regent

Prof. Doutora MARIA MANUELA MARQUES FAIA CORREIA

12. Assistants

13. Teaching Language

Portuguese

14. General Objectives

Contextualize the dynamic process of Selection as an instrument of Strategic Management of Human Resources.
Know methods and techniques of Selection and Placement, the various types of validity and fidelity.
Provide students with a conceptual and operational knowledge of recruitment and selection of personnel, including the ethical and legal dimension, methods and sources of recruitment, techniques and tools for evaluation, selection and decision.

15. Specific Objectives

Introduction to the concepts, models, methods and techniques and perspectives for selecting and placing people. Illustration through examples and practical cases. Practical knowledge of Selection methods and techniques, of their validity and fidelity and of the ethical and deontological limitations inherent in the whole process.

16. Skills to be acquired

Analyze and apply HRM frameworks in selection processes.
Manage selection processes in different contexts.
Apply techniques for dissemination, screening, and selection assessments.
Evaluate recruitment and selection practices in light of ethical, legal, and deontological principles.
Integrate information from multiple sources to make informed decisions about candidate selection.
Propose employer branding and onboarding strategies that enhance talent attraction and retention.

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17. Teaching Methodology

The teaching will have an eminently practical character and will be amply illustrated through cases and simulations. Tutorial sessions will be used to support short papers of academic nature and case development.

18. Course Unit Program

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1.Introduction - Resourcing, recruitment, selection and retention
What is resourcing?
What is recruitment? What is selection? What is retention?
Decision-making and evaluation
Added value
Integration with other HRM activities.
2.The resourcing environment
Introduction
The political context
The economic context
The social context
The technological context
The legal context
The environmental context
3.Human resource planning
What is HR planning?
Stages in traditional human resource planning
Forecasting future demand for human resources
Forecasting internal supply
Forecasting external supply
IT applications
The use of HR planning in practice
4.Job analysis and job design
Managing vacancy scenarios
Job analysis
Problems with the job analysis approach
Competency frameworks
Job design
Job sculpting
5.Recruitment advertising
Introducing recruitment
Internal, external and mixed recruitment
Advertising in the media
Social media
6.Alternative recruitment methods
Informal approaches
Agencies
Education liaison
7.Employer branding and Employee value proposition
Defining employer branding and employee value proposition
Establishing an employer brand
8.Selection - the classic trio

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Research in employee selection
Application forms
Shortlisting
Selection (traditional) and e-selection (ATS)
Problems with interviews
The survival of the traditional interview
Varieties of interview format
Varieties of interview question
Structuring interviews
Remote interviews
Employment references
9.Advanced methods of employee selection
Biodata
Ability testing
Personality testing
Professional issues in the use of selection tests
Assessment centers
10.The new employee
Work contract
The psychological contract
Onboarding

19. Assessment Methods

In accordance with the current Knowledge Assessment Regulations.

20. Didactic Resources

Bibliographic references. Videos and webinars. Scientific papers. Case studies and simulations.

21. Sustainability Objectives

SDG 4 - Quality Education: Development of technical and ethical competencies in recruitment and selection, applying evidence-based methods.

SDG 8 - Decent Work and Economic Growth: Promotion of fair, transparent, and inclusive selection practices, contributing to employability and equal opportunities.

22. Keywords

Resourcing
Recruiting
Selection
Assessment methods and techniques

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23. Main Bibliography

Author(s): Schmitt, N., & Ryan, A. M. (Eds.).
Title: The Oxford handbook of personnel assessment and selection
Edition: 2 Year: 2025
Local: Oxford
Publisher: Oxford University Press
ISBN Code: 9780199366293

Author(s): Taylor, S.
Title: Resourcing and Talent Management.
Edition: 8 Year: 2022
Local: London
Publisher: Kogan Page. Chartered Institute of Personnel and Development.
ISBN Code:

Author(s): Landers, R. & Schmidt, G. (Eds)
Title: Social Media in Employee Selection and Recruitment : Theory, practice, and current challenges.
Edition: 1ª Year: 2016
Local: Switzerland
Publisher: Springer
ISBN Code:

24. Complementary Bibliography

Author(s): Farr, J. L. & Tippins, N. T.
Title: Handbook of Employee selection
Edition: 2 Year: 2017
Local: London
Publisher: Routledge
ISBN Code:

Author(s): Landers, R. N. (Ed.)
Title: The Cambridge Handbook of Technology and Employee Behavior.
Edition: 1ª Year: 2019
Local: Cambridge
Publisher: Cambridge University Press

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Autor / Author	Prof. Doutora MARIA MANUELA MARQUES FAIA CORREIA
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