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T. Oliveira

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T. Oliveira : Rethinking Interviewing and Personnel Selection before purchasing it in order to gage whether or not it would be worth my time, and all praised Rethinking Interviewing and Personnel Selection:

nbsp;The case studies in Rethinking Interviewing and Personnel Selection find support for Herriot (1993, 2003) and Fletcher's (1997, 2003) claims that the selection interview is a social process which may gain from a degree of semi-structured interaction with candidates.

About the Author Teresa Carla Oliveira is director of the Coimbra Centre for Innovative Management and a member of the Centre for Health Studies and Research in the Faculty of Economics of the University of Coimbra where she teaches and directs programmes in organisational psychology and management. After qualifying for university in science she took her undergraduate degree in psychology and a master's in educational psychology at Coimbra, before gaining a doctorate in organisational psychology at the University of London. She has researched in the areas of leadership, human resource management, psychological contract and performance management. She currently is addressing such issues in research on the scope and limits of government reforms of health services and of the judiciary, as well as in management of small and medium enterprise.