

## SPECIAL ISSUE

# Contemporary Perspectives: The Impact of Social Media on the Field of Human Resources Management

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**T**he Winter 2019 edition of the Journal is our first special issue. The objective of this special issue is to explore current research in both social media (SM) and human resource management (HRM) by examining the intersection of these two fields of study. Articles are presented that investigate ways social media is used to provide greater or more meaningful outcomes for organizations, by use or integration of SM in organizational HRM programs and practices, or for individuals as they use SM to explore facets of the employment life cycle including recruiting, onboarding, development, retention, and retirement.

Alarcon et al. discuss how prospective employees can be “vetted” by organizations and found that social media is increasingly playing a role in deciding whether or not to hire based on the applicants social media presence. The authors urge applicants to review their social media in light of their findings that social media sites are being used as factors in the hiring process.

Job seeker intentions are investigated by Baker-Eveleth, Stone, and Eveleth. The authors note that prospective employees are often looking at an organization’s social media more than the organization’s web site. The article states that social networking sites provide a unique opportunity for job-seekers to gain more insight to the company culture and the daily operations of an organization. As such, the authors recommend organizations put more emphasis in effectively managing their social media sites to hopefully increase the number and quality of applicants for open positions.

The staff of the *Journal of Social Media in Society* hope you find the articles in this special issue useful in your research and applicable to your organization.

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