

# Competitor recruitment : theory and practice-based explorations

Citation for published version (APA):

Horn, S. S. (2012). *Competitor recruitment : theory and practice-based explorations*. [Doctoral Thesis, Maastricht University]. Universiteit Maastricht. <https://doi.org/10.26481/dis.20120209sh>

## Document status and date:

Published: 01/01/2012

## DOI:

[10.26481/dis.20120209sh](https://doi.org/10.26481/dis.20120209sh)

## Document Version:

Publisher's PDF, also known as Version of record

## Please check the document version of this publication:

- A submitted manuscript is the version of the article upon submission and before peer-review. There can be important differences between the submitted version and the official published version of record. People interested in the research are advised to contact the author for the final version of the publication, or visit the DOI to the publisher's website.
- The final author version and the galley proof are versions of the publication after peer review.
- The final published version features the final layout of the paper including the volume, issue and page numbers.

[Link to publication](#)

## General rights

Copyright and moral rights for the publications made accessible in the public portal are retained by the authors and/or other copyright owners and it is a condition of accessing publications that users recognise and abide by the legal requirements associated with these rights.

- Users may download and print one copy of any publication from the public portal for the purpose of private study or research.
- You may not further distribute the material or use it for any profit-making activity or commercial gain
- You may freely distribute the URL identifying the publication in the public portal.

If the publication is distributed under the terms of Article 25fa of the Dutch Copyright Act, indicated by the "Taverne" license above, please follow below link for the End User Agreement:

[www.umlib.nl/taverne-license](http://www.umlib.nl/taverne-license)

## Take down policy

If you believe that this document breaches copyright please contact us at:

[repository@maastrichtuniversity.nl](mailto:repository@maastrichtuniversity.nl)

providing details and we will investigate your claim.

Propositions Belonging to this Dissertation

## COMPETITOR RECRUITMENT: Theory and Practice-Based Explorations

– Sarah S. Horn –

1. The *right* human capital will become so crucial for the attainment of a competitive advantage in the future that the negotiation power shifts more and more from hiring firms to potential recruits. (Chapter 1)
2. Combining different theoretical streams is like competitor recruitment: it is risky but the potential benefits are tremendous. (Chapter 2)
3. It is not top but middle or higher managers who ultimately determine the success of a company. (Chapter 3)
4. Competitor recruitment may imply severe costs regardless of any benefits gained if impediments are not carefully considered. (Chapters 2 and 4)
5. “Experience [such as being competitor recruited] is not what *happens* to a man; it is what a man *does* with what happens to him.” (A. Huxley, 1932 in *Texts and Pretexts*)
6. “Great talents are the most lovely and the most dangerous fruits on the tree of humanity: they hang upon slender twigs that are easily snapped off.” (C. G. Jung, 1875-1961)
7. “Science is not a mechanism but a human progress, and not a set of findings but the search for them.” (J. Bronowski, 1965 in *Science and Human Values*)
8. “No passion so effectually robs the mind of all its powers of acting and reasoning as fear.” (E. Burke, 1756 in *A Philosophical Inquiry into the Origin of Our Ideas of the Sublime and Beautiful*)