

HUMAN PERFORMANCE

Personality and the Prediction of Job Performance:
More Than the Big Five
Walter C. Borman, Guest Editor



Editor: James L. Farr

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Personality And The Prediction Of Job Performance A Special Issue Of Human Performance

Dianne Krumm



Personality And The Prediction Of Job Performance A Special Issue Of Human Performance:

Personality and the Prediction of Job Performance Walter C. Borman, 2022-03-01 The three primary papers in this special issue explore personality measurement in both directions that is more narrow and specific and more broad and heterogeneous The first paper reviews research on conditional reasoning with a focus on the construct of aggression Next tolerance for contradiction is explored which is defined as a mode of thinking that accepts and even thrives on apparent contradictory information The last primary paper covers core self evaluation which combines measures of four traits locus of control self esteem generalized self efficacy and emotional stability The special issue concludes with provocative and insightful critique and commentary of the three primary papers It notes some important points of criticism but is primarily positive and laudatory of these research programs

The Fulfilling Workplace Ronald J. Burke, 2016-03-09 It is very easy for organizations to ignore or overlook the impact of social and commercial change of increased pressure to deliver profit above all else and of transformation in the ways in which we are now working on the mental health and consequently the performance of their employees And yet there is plenty of evidence that in many workplaces performance is down stress is up and professional employees are struggling to balance their home and work lives This collection while looking at individuals places the spotlight on organizational initiatives to support the development of attitudes values character and behaviors in employees The aim of these initiatives is to increase our resilience to those experiences and events which impact on performance There is a particular focus on managerial and professional jobs where employee discretion and commitment are critical The Fulfilling Workplace extends the themes developed in early titles in the Psychological and Behavioral Aspects of Risk Series deeper into organizations to explore the organization's role in coming to grips both with human frailties and toxic workplaces both destructive to individual and organizational health

Validity Generalization Kevin R. Murphy, 2013-03-07 This volume presents the first wide ranging critical review of validity generalization VG a method that has dominated the field since the publication of Schmidt and Hunter's 1977 paper Development of a General Solution to the Problem of Validity Generalization This paper and the work that followed had a profound impact on the science and practice of applied psychology The research suggests that fundamental relationships among tests and criteria and the constructs they represent are simpler and more regular than they appear Looking at the history of the VG model and its impact on personnel psychology top scholars and leading researchers of the field review the accomplishments of the model as well as the continuing controversies Several chapters significantly extend the maximum likelihood estimation with existing models for meta analysis and VG Reviewing 25 years of progress in the field this volume shows how the model can be extended and applied to new problems and domains This book will be important to researchers and graduate students in the areas of industrial organizational psychology and statistics

Human Resource Management Jean M. Phillips, 2023-11-04 Formerly published by Chicago Business Press now published by Sage Human Resource Management An Applied Approach prepares

future HRM professionals to effectively utilize strategies and tools to advance their careers and support the growth and development of those they manage Author Jean Phillips adopts an engage by example method encouraging students to take action and create a lasting impact in the field of HRM that goes beyond theoretical learning The Third Edition features new end of chapter exercises company examples throughout the book and a new section called Using This Knowledge at the end of each chapter providing additional support for knowledge application Through case studies videos and exercises students will develop their personal skills and gain practical experience in applying various HR concepts enabling them to become better managers and more effective leaders

Human Resource Management Jean Phillips,2018-01-15 Formerly published by Chicago Business Press now published by Sage Using a combination of knowledge acquisition and personal development Human Resource Management An Applied Approach is designed to prepare future HRM managers to effectively utilize HRM strategies to not only advance their own careers but also support the growth and development of those they manage Author Jean Phillips adopts an engaging approach encouraging students to take action and create a lasting impact in the field of HRM that goes beyond theoretical learning

Managing Knowledge, Absorptive Capacity And Innovation Joe Tidd,2021-05-05 Knowledge Management focuses on identifying sharing storing and exploiting internal knowledge whereas Open Innovation is more concerned with sources of external knowledge However this simple dichotomy between open and closed approaches is unhelpful and not realistic Instead it is the interaction between internal and external knowledge that creates dynamic capabilities and the ability to innovate In particular we need to better understand the interactions between internal and external knowledge and how these influence innovation outcomes under different conditions This edited volume Managing Knowledge Absorptive Capacity and Innovation provides an opportunity to combine contemporary interests in Open Innovation with the classic notion of absorptive capacity to better understand how organisations can manage the absorption and exploitation of inbound external sources of knowledge in order to innovate

Enhancing Human Performance in Security Operations Paul T. Bartone,2010 A theoretical model of resilience is presented with special reference to the police officer s job The model includes many factors that are addressed throughout the book and provides a useful framework for considering both the selection and the training issues Section II emphasizes scientifically grounded yet practical approaches for selecting training and preparing personnel to function effectively in security operations Section III presents a collection of both case studies and special life threatening scenarios that workers and leaders in security operations may face The training of new police officers in Kosovo and of local demining teams in Sudan and Iraq are addressed including contagion in the use of deadly force by police and security workers

Human Performance and Productivity Marvin D. Dunnette,Edwin A. Fleishman,2014-01-14 These volumes represent a concerted attempt to link what is known from human performance research to recognized national needs for improving productivity The product of a National Science Foundation project directed by the series editor the set features authoritative reviews by

leading psychologists in the field The volumes cover many areas of human performance not included in other books

Organizational Citizenship Behavior and Contextual Performance Walter C. Borman, Stephan J.

Motowidlo, 2014-02-24 These articles describe ideas about contextual performance organizational citizenship behavior OCB and similar patterns of behavior that have been developed by scholars working from very different research traditions It seems that the different research traditions are converging on the same notion that besides formal job requirements other patterns of behavior are also critical for organizational effectiveness and survival These other patterns of behavior have been relatively ignored until recently but now scholars are trying to define them determine exactly why and how they are important for organizations and identify their antecedents The results of these research efforts described by articles in this issue will help to make it possible to develop new conceptual and practical tools for managing these important behaviors and in that way promote human performance and organizational effectiveness *Personnel Psychology and Human Resources Management*

Ivan T. Robertson, Cary Cooper, 2015-01-12 Part of a three volume set of books which are themed collections of reprinted articles from the International Review of Industrial and Organizational Psychology IRIOP from 1997 2001 Each volume provides collections around a topic area with new introductions written by the editors for each volume Written by leading scholars with international reputations in their fields this authoritative collection provides a high quality review that will be an invaluable resource for students researchers and practitioners Topic focussed best of collections on a specific theme conveniently incorporated into one book Ideal for graduate study dissertations projects seminars This volume covers key topics at the interface of human resource management HRM and Industrial Organizational Psychology The chapters focus on the individual and are grouped into two sections Personnel Psychology covering topics such as personnel selection assessment 360 degree feedback assessment centres and cognitive ability testing and HRM which considers wider issues including learning strategies training absence turnover commitment and the psychological contract **The Oxford**

Handbook of Personnel Assessment and Selection Neal Schmitt, 2013-12-15 Employee selection has long stood at the practical forefront of industrial organizational psychology Today's social business and economic climates require ongoing adaptations by those who select organizations personnel and research on the topic helps gauge the impact of these adaptations and their implications for human performance and potential The Oxford Handbook of Personnel Assessment and Selection codifies the wealth of new research surrounding employee selection web based assessments social networking globalization of organizations situating them alongside more traditional practices to establish the best and most relevant research for both professionals and academics Comprising chapters from authors in both the private sector and academia this volume is organized into seven parts 1 historical and social context of the field of assessment and selection 2 research strategies 3 individual difference constructs that underlie effective performance 4 measures of predictor constructs 5 employee performance and outcome assessment 6 societal and organizational constraints on selection practice and 7

implementation and sustainability of selection systems While providing a comprehensive review of current research and practice the purpose of this handbook is to provide an up to date profile of each of the areas addressed and highlight current questions that deserve additional attention from researchers and practitioners This compendium is essential reading for industrial organizational psychologists and human resource managers

IAAP Handbook of Applied Psychology Paul R.

Martin,Fanny Cheung,Michael C. Knowles,Michael Kyrios,Lyn Littlefield,J. Bruce Overmier,José M. Prieto,2011-03-01 The IAAP Handbook of Applied Psychology an up to date and authoritative reference provides a critical overview of applied psychology from an international perspective Brings together articles by leading authorities from around the world Provides the reader with a complete overview of the field and highlights key research findings Divided into three parts professional psychology substantive areas of applied psychology and special topics in applied psychology Explores the challenges opportunities and potential future developments in applied psychology Features comprehensive coverage of the field including topics as diverse as clinical health psychology environmental psychology and consumer psychology

Talent Assessment Tracy Kantrowitz,Douglas H. Reynolds,John Scott,2023 This book reviews the latest advances in technology enabled assessment in the workplace Featuring chapters on key trends and innovations in assessment the volume covers advances in the foundational science of assessment technology related innovations updates to regulations principles and standards and assessment for development Including a variety of case studies that describe talent assessment in action and how organizations of varying sizes develop and implement assessment programs this book is ideal for practitioners and academics in the field

New Perspectives on Faking in Personality Assessment Carolyn MacCann,Richard Roberts,2012 Contributors consider what it means to fake a personality assessment why and how people try to obtain particular scores on personality tests and what types of tests people can successfully manipulate The authors present and discuss the usefulness of a range of traditional and cutting edge methods for detecting and controlling the practice of faking

Essentials of Personnel Assessment and Selection Scott Highhouse,Robert M Guion,2014-07-17 Essentials of Personnel Assessment and Selection discusses the essentials that managers and other well educated people should know about the assessment processes so widely used in contemporary society and so widely not understood It emphasizes that good prediction requires well formed hypotheses about personal characteristics that may be related to valued behavior at work and the need for developing a theory of the attribute one hypothesizes as a predictor a thought process too often missing from work on selection procedures In addition it explores such topics as team member selection situational judgment tests non traditional tests individual assessment and testing for diversity The goal is to produce an accessible guide to assessment that covers basic and advanced concepts in a straight forward readable style It provides a review of the most relevant statistical concepts and modern selection practices that will equip the reader with the tools needed to be competent consumers of assessment procedures and practices and to be well informed about the kinds of questions to be answered in

evaluating them This book will appeal to instructors of advanced undergraduate and master s level courses on personnel selection and assessment If supplemented by other readings on selected topics it would be useful in doctoral seminars Also students interested in becoming users of research based assessment and selection information and techniques will find it useful

Psychology at Work Dianne Krumm,2000-12-22 *Psychology at Work* examines facets of the changing nature of work and the work world from a uniquely defined psychological perspective It has been designed to blend the best of traditional and current approaches to teaching industrial and organizational psychology with an innovative topic order unique new features and a firm foundation of pedagogical soundness

Handbook of Industrial, Work & Organizational Psychology Neil Anderson,2001-12-20 This volume mainly focuses on theories techniques and methods used by industrial and work psychologists Internationally renowned authors summarize advances in core topics *Training & Retraining* Sigmund Tobias,John Dexter Fletcher,2000 An overview of research in the field of corporate training Sponsored by the American Psychological Association it contains contributions from professionals in the academic government and business worlds It brings together published findings and best practice examples showing trainers how to apply educational psychology in their work whilst educating psychologists on the special problems and concerns faced by trainers today

Articles cover ad hoc training practices and cost and effectiveness assessments relevant technologies such as telecommunications and computer applications instructional tactics and strategies and much more *Iaeng Transactions On Engineering Technologies Volume 7 - Special Edition Of The International Multiconference Of Engineers And Computer Scientists 2011* Sio-iong Ao,Alan Hoi-shou Chan,Hideki Katagiri,Li Xu,2012-01-27 This volume contains revised and extended research articles by prominent researchers Topics covered include operations research scientific computing industrial engineering electrical engineering communication systems and industrial applications The book offers the state of the art advances in engineering technologies and also serves as an excellent reference work for researchers and graduate students working with on engineering technologies a

Human Resource Management, 11th Edition Raymond J. Stone,Anne Cox,Mihajla Gavin,Joseph Carpini,2024-06-04 The new edition of Raymond Stone s *Human Resource Management* is an AHRI endorsed title that has evolved into a modern relevant and practical resource for first year HRM students This concise 15 chapter textbook gives your students the best chance of transitioning successfully into their future profession by giving them relatable professional insights and encouragement to exercise their skills in authentic workplace scenarios

Unveiling the Power of Verbal Beauty: An Mental Sojourn through **Personality And The Prediction Of Job Performance A Special Issue Of Human Performance**

In a world inundated with monitors and the cacophony of fast conversation, the profound energy and mental resonance of verbal art frequently fade in to obscurity, eclipsed by the regular assault of noise and distractions. Yet, nestled within the musical pages of **Personality And The Prediction Of Job Performance A Special Issue Of Human Performance**, a charming function of literary beauty that impulses with fresh emotions, lies an remarkable trip waiting to be embarked upon. Composed by a virtuoso wordsmith, this enchanting opus guides viewers on a psychological odyssey, softly revealing the latent potential and profound impact embedded within the elaborate internet of language. Within the heart-wrenching expanse of this evocative examination, we will embark upon an introspective exploration of the book is central styles, dissect their interesting publishing model, and immerse ourselves in the indelible impression it leaves upon the depths of readers souls.

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