

P | PSYCH

YEAR
2023

VOLUME
76

NUMBER
3

PERSONNEL PSYCHOLOGY

THE STUDY OF
PEOPLE AT WORK

WILEY

EDITOR

ZHEN ZHANG
Southern Methodist University

ASSOCIATE EDITORS

HONG DENG
Durham University
KAIFENG JIANG
The Ohio State University
JESSICA METHOT
Rutgers University
LAUREN SIMON
University of Arkansas
BRIAN SWIDER
University of Florida
DAVID WELSH
Arizona State University

Personnel Psychology

**Pieter Johan Diederik Drenth, Henk
Thierry, Charles Johannes Wolff**

Personnel Psychology:

Organizational Behavior and Personnel Psychology Kenneth N. Wexley, Gary A. Yukl, 1977 **The SAGE Handbook of Industrial, Work & Organizational Psychology** Deniz S Ones, Neil Anderson, Chockalingam Viswesvaran, Handan Kepir Sinangil, 2017-12-04 The first volume in The SAGE Handbook of Industrial Organizational and Work Psychology introduces key concepts in personnel and employee performance from cognitive ability and the psychological predictors used in assessments to employee and team values The editor and contributors present a clear overview of key research in the areas of behaviour change and how to assess individual job performance making Volume I indispensable for anyone working in or studying Human Resource Management **Handbook of Work and Organizational Psychology: Personnel psychology** Pieter Johan Diederik Drenth, Henk Thierry, Charles Johannes Wolff, 1998 Volume three of a four volume set This second edition has been extensively rewritten and should be of interest to both practitioners and students of organizational psychology **Personnel Psychology and Human Resources Management** Ivan T. Robertson, Cary L. 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 *Handbook of Industrial, Work & Organizational Psychology* Neil Anderson, 2001-12-20 The globalized nature of work in the new millennium implies that human resource management psychological theories of personnel and individual behaviour in the workplace have to change and evolve This volume mainly focuses on theories techniques and methods used by industrial and work psychologists A set of internationally renowned authors summarize advances in core topics such as analysis of work work design job performance performance appraisal and feedback workplace counterproductivity recruitment and personnel selection work relevant individual difference variables cognitive ability personality human machine interactions human errors training learning individual development socialization methods and measurement **A Handbook of Work and Organizational Psychology** Charles J. De Wolff, P J D Drenth, Thierry Henk, 2013-05-13 Work Psychology the second volume of the Handbook of Work and Organizational Psychology concentrates on issues related to the direct relationship between the

worker and the organization and on his or her task or function This could be termed the classical tradition of work psychology including human factors psychology and ergonomics This volume provides a comprehensive update on new issues and studies in this core area Subjects like safety occupational stress workload and absenteeism due to sickness are tackled Chapters discuss particular types of workers on whom psychologists have focused attention more recently the older worker the unemployed and the foreign worker Moving away somewhat from the micro world of the individual worker models of human economic behaviour and the development of social indicator systems are also explored *Personnel Psychology*, 1956 *The Oxford Handbook of Personnel Psychology* Susan Cartwright, Cary L. Cooper, 2008-10-31 The field of Personnel Psychology is broadly concerned with the study of individual differences and their consequences for the organization As human resource costs continue for most organizations to be the single largest operating cost 50 80% of annual expenditure achieving optimal performance from individual employees is of paramount importance to the sustained development and financial performance of any organization The Oxford Handbook of Personnel Psychology brings together contributions from leading international scholars within the field to present state of the art reviews on topical and emergent issues constructs and research in personnel psychology The book is divided into six sections Individual Difference and Work Performance Personnel Selection Methodological Issues Training and Development Policies and Practices Future Challenges While the Handbook is primarily a review of current academic thinking and research in the area the contributors keep a strong focus on the lessons for HR practitioners and what lessons they can take from the cutting edge work presented **Human Resource Management** Greg L. Stewart, Kenneth G. Brown, 2019-06-18 Human Resource Management addresses the challenges faced by human resource managers integrating traditional theory with real world strategy to equip students with the knowledge perspective and skills they need to thrive in the ever changing global business environment Presented in a clear and relatable style this text emphasizes how effective human resource management and strategic planning work in concert to allow organizations to achieve maximum success The focus on practical application illustrates the essential link between strategic planning and implementation providing an inside look at how real world companies increase effectiveness through world class human resources management practices A wealth of case studies discussion topics and exercises reinforce key concepts strengthening students ability to think strategically and integrate core HR management principles into the decision making process By mirroring the current landscape s increased reliance on smart people management strategy this text underscores the importance of HR management in attracting and retaining the top talent that drives an organization forward *Personnel Psychology* Melinde Coetzee, Elrie Botha, Leon de Beer, 2021 *Personnel Psychology* Alexandra Luong, Justin M. Sprung, Michael J. Zickar, 2023-09-05 Accessible and engaging this textbook introduces students to the field of personnel psychology also known as industrial psychology Based on their years of teaching in this area Luong Sprung and Zickar survey core topics in the field including job analysis recruitment selection assessment and performance

evaluation Throughout they emphasize a psychological rather than management approach explaining the key psychological principles that underpin human resources practices Supported by plentiful examples review questions and discussion questions this comprehensive overview shows how personnel psychologists endeavor toward a better workplace Written in a clear and captivating style this book introduces students to the most recent and pertinent scientific research in personnel psychology and inspires future study in industrial organizational psychology and related fields

The SAGE Handbook of Industrial, Work & Organizational Psychology, 2e, V1 Neil Anderson, Deniz S Ones, Handan Kepir Sinangil, Chockalingam Viswesvaran, 2015-11-30

The Oxford Handbook of Psychological Situations John F. Rauthmann, Ryne Sherman, David Charles Funder, 2020 Situations matter They let people express their personalities and values provoke motivations emotions and behaviors and are the contexts in which people reason and act The psychological assessment of situations is a new and rapidly developing area of research particularly within the fields of personality and social psychology This volume compiles state of the art knowledge on psychological situations in chapters written by experts in their respective research areas Bringing together historical reviews theoretical pieces methodological descriptions and empirical applications this volume is the definitive go to source for a psychology of situations

The Human Resources Program-Evaluation Handbook Jack E. Edwards, John C. Scott, Nambury S. Raju, 2003-07-22 The Human Resources Program Evaluation Handbook is the first book to present state of the art procedures for evaluating and improving human resources programs Editors Jack E Edwards John C Scott and Nambury S Raju provide a user friendly yet scientifically rigorous how to guide to organizational program evaluation Integrating perspectives from a variety of human resources and organizational behavior programs a wide array of contributing professors consultants and governmental personnel successfully link scientific information to practical application Designed for academics and graduate students in industrial organizational psychology human resources management and business the handbook is also an essential resource for human resources professionals consultants and policy makers

HRM Core Concepts Jean M. Phillips, 2019-01-15 Formerly published by Chicago Business Press now published by Sage In HRM Core Concepts author Jean Phillips provides a concise yet comprehensive overview of human resource management The central theme of this text is to prepare your students to effectively apply HRM concepts in the areas of hiring developing motivating and retaining the right people enabling them to become better managers and more effective leaders

Human Resource Management Jean Phillips, 2021-01-15 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 This title is accompanied by a complete teaching and learning package Contact your Sage representative to request a demo Learning Platform Courseware Sage Vantage is an intuitive learning platform that integrates quality Sage textbook content with assignable multimedia activities and auto graded assessments to drive student engagement and ensure accountability Unparalleled in its ease of use and built for dynamic teaching and learning Vantage offers customizable LMS integration and best in class support It s a learning platform you and your students will actually love Assignable Video with Assessment Assignable video available in Sage Vantage is tied to learning objectives and curated exclusively for this text to bring concepts to life Watch a sample video now LMS Cartridge Import this title s instructor resources into your school s learning management system LMS and save time Don t use an LMS You can still access all of the same online resources for this title via the password protected Instructor Resource Site Learn more

Handbook of Employee Selection James L. Farr, Nancy T. Tippins, 2017-03-27 This second edition of the Handbook of Employee Selection has been revised and updated throughout to reflect current thinking on the state of science and practice in employee selection In this volume a diverse group of recognized scholars inside and outside the United States balance theory research and practice often taking a global perspective Divided into eight parts chapters cover issues associated with measurement such as validity and reliability as well as practical concerns around the development of appropriate selection procedures and implementation of selection programs Several chapters discuss the measurement of various constructs commonly used as predictors and other chapters confront criterion measures that are used in test validation Additional sections include chapters that focus on ethical and legal concerns and testing for certain types of jobs e g blue collar jobs The second edition features a new section on technology and employee selection The Handbook of Employee Selection Second Edition provides an indispensable reference for scholars researchers graduate students and professionals in industrial and organizational psychology human resource management and related fields

Strategic Staffing Jean M. Phillips, 2023-01-05 Formerly published by Chicago Business Press now published by Sage Strategic Staffing equips both current and future managers with the knowledge and skills to adopt a strategic and contemporary approach to talent identification attraction selection deployment and retention Grounded in research this text covers modern staffing concepts and practices in an engaging and reader friendly format Author Jean Phillips expertly guides students in developing a staffing strategy that aligns with business objectives accurately forecasting talent needs conducting thorough job or competency analysis and strategically sourcing potential recruits The Fifth Edition includes the effects of the COVID 19 pandemic on staffing needs worldwide new coverage of staffing related technologies and updated examples throughout providing students with the latest and most relevant knowledge in the field Included with this title LMS Cartridge Import this title s instructor resources into your school s learning management system LMS and save

time Don't use an LMS You can still access all of the same online resources for this title via the password protected Instructor Resource Site **Human Resource Management** Jean M. Phillips, 2025-01-07 Human Resource Management An Applied Approach is designed to prepare future managers and non managers alike to effectively utilize human resource management strategies to advance their own careers while supporting the growth and development of those they manage

Fundamentals of Human Resource Management Talya Bauer, Berrin Erdogan, David Caughlin, Donald Truxillo, 2019-12-10 Fundamentals of Human Resource Management People Data and Analytics provides a current succinct and interesting introduction to the world of HRM with a special emphasis on how data can help managers make better decisions about the people in their organizations Authors Talya Bauer Berrin Erdogan David Caughlin and Donald Truxillo use cutting edge case studies and contemporary examples to illustrate key concepts and trends A variety of exercises give students hands on opportunities to practice their problem solving ethical decision making and data literacy skills Non HR majors and HR majors alike will learn best practices for managing talent in today's ever evolving workplace

Yeah, reviewing a books **Personnel Psychology** could mount up your close friends listings. This is just one of the solutions for you to be successful. As understood, capability does not suggest that you have wonderful points.

Comprehending as with ease as concord even more than supplementary will find the money for each success. bordering to, the proclamation as capably as perspicacity of this Personnel Psychology can be taken as without difficulty as picked to act.

<https://pinsupreme.com/public/detail/fetch.php/opticke%20elektronky.pdf>

Table of Contents Personnel Psychology

1. Understanding the eBook Personnel Psychology
 - The Rise of Digital Reading Personnel Psychology
 - Advantages of eBooks Over Traditional Books
2. Identifying Personnel Psychology
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Personnel Psychology
 - User-Friendly Interface
4. Exploring eBook Recommendations from Personnel Psychology
 - Personalized Recommendations
 - Personnel Psychology User Reviews and Ratings
 - Personnel Psychology and Bestseller Lists
5. Accessing Personnel Psychology Free and Paid eBooks
 - Personnel Psychology Public Domain eBooks
 - Personnel Psychology eBook Subscription Services

- Personnel Psychology Budget-Friendly Options
- 6. Navigating Personnel Psychology eBook Formats
 - ePub, PDF, MOBI, and More
 - Personnel Psychology Compatibility with Devices
 - Personnel Psychology Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Personnel Psychology
 - Highlighting and Note-Taking Personnel Psychology
 - Interactive Elements Personnel Psychology
- 8. Staying Engaged with Personnel Psychology
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Personnel Psychology
- 9. Balancing eBooks and Physical Books Personnel Psychology
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Personnel Psychology
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Personnel Psychology
 - Setting Reading Goals Personnel Psychology
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Personnel Psychology
 - Fact-Checking eBook Content of Personnel Psychology
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

Personnel Psychology Introduction

In today's digital age, the availability of Personnel Psychology books and manuals for download has revolutionized the way we access information. Gone are the days of physically flipping through pages and carrying heavy textbooks or manuals. With just a few clicks, we can now access a wealth of knowledge from the comfort of our own homes or on the go. This article will explore the advantages of Personnel Psychology books and manuals for download, along with some popular platforms that offer these resources. One of the significant advantages of Personnel Psychology books and manuals for download is the cost-saving aspect. Traditional books and manuals can be costly, especially if you need to purchase several of them for educational or professional purposes. By accessing Personnel Psychology versions, you eliminate the need to spend money on physical copies. This not only saves you money but also reduces the environmental impact associated with book production and transportation. Furthermore, Personnel Psychology books and manuals for download are incredibly convenient. With just a computer or smartphone and an internet connection, you can access a vast library of resources on any subject imaginable. Whether you're a student looking for textbooks, a professional seeking industry-specific manuals, or someone interested in self-improvement, these digital resources provide an efficient and accessible means of acquiring knowledge. Moreover, PDF books and manuals offer a range of benefits compared to other digital formats. PDF files are designed to retain their formatting regardless of the device used to open them. This ensures that the content appears exactly as intended by the author, with no loss of formatting or missing graphics. Additionally, PDF files can be easily annotated, bookmarked, and searched for specific terms, making them highly practical for studying or referencing. When it comes to accessing Personnel Psychology books and manuals, several platforms offer an extensive collection of resources. One such platform is Project Gutenberg, a nonprofit organization that provides over 60,000 free eBooks. These books are primarily in the public domain, meaning they can be freely distributed and downloaded. Project Gutenberg offers a wide range of classic literature, making it an excellent resource for literature enthusiasts. Another popular platform for Personnel Psychology books and manuals is Open Library. Open Library is an initiative of the Internet Archive, a non-profit organization dedicated to digitizing cultural artifacts and making them accessible to the public. Open Library hosts millions of books, including both public domain works and contemporary titles. It also allows users to borrow digital copies of certain books for a limited period, similar to a library lending system. Additionally, many universities and educational institutions have their own digital libraries that provide free access to PDF books and manuals. These libraries often offer academic texts, research papers, and technical manuals, making them invaluable resources for students and researchers. Some notable examples include MIT OpenCourseWare,

which offers free access to course materials from the Massachusetts Institute of Technology, and the Digital Public Library of America, which provides a vast collection of digitized books and historical documents. In conclusion, Personnel Psychology books and manuals for download have transformed the way we access information. They provide a cost-effective and convenient means of acquiring knowledge, offering the ability to access a vast library of resources at our fingertips. With platforms like Project Gutenberg, Open Library, and various digital libraries offered by educational institutions, we have access to an ever-expanding collection of books and manuals. Whether for educational, professional, or personal purposes, these digital resources serve as valuable tools for continuous learning and self-improvement. So why not take advantage of the vast world of Personnel Psychology books and manuals for download and embark on your journey of knowledge?

FAQs About Personnel Psychology Books

What is a Personnel Psychology PDF? A PDF (Portable Document Format) is a file format developed by Adobe that preserves the layout and formatting of a document, regardless of the software, hardware, or operating system used to view or print it. **How do I create a Personnel Psychology PDF?** There are several ways to create a PDF: Use software like Adobe Acrobat, Microsoft Word, or Google Docs, which often have built-in PDF creation tools. Print to PDF: Many applications and operating systems have a "Print to PDF" option that allows you to save a document as a PDF file instead of printing it on paper. Online converters: There are various online tools that can convert different file types to PDF. **How do I edit a Personnel Psychology PDF?** Editing a PDF can be done with software like Adobe Acrobat, which allows direct editing of text, images, and other elements within the PDF. Some free tools, like PDFescape or Smallpdf, also offer basic editing capabilities. **How do I convert a Personnel Psychology PDF to another file format?** There are multiple ways to convert a PDF to another format: Use online converters like Smallpdf, Zamzar, or Adobe Acrobats export feature to convert PDFs to formats like Word, Excel, JPEG, etc. Software like Adobe Acrobat, Microsoft Word, or other PDF editors may have options to export or save PDFs in different formats. **How do I password-protect a Personnel Psychology PDF?** Most PDF editing software allows you to add password protection. In Adobe Acrobat, for instance, you can go to "File" -> "Properties" -> "Security" to set a password to restrict access or editing capabilities. Are there any free alternatives to Adobe Acrobat for working with PDFs? Yes, there are many free alternatives for working with PDFs, such as: LibreOffice: Offers PDF editing features. PDFsam: Allows splitting, merging, and editing PDFs. Foxit Reader: Provides basic PDF viewing and editing capabilities. How do I compress a PDF file? You can use online tools like Smallpdf, ILovePDF, or desktop software like Adobe Acrobat to compress PDF files without significant quality loss. Compression reduces the file size, making it easier to share and download. Can I fill out forms in a PDF file? Yes, most PDF viewers/editors like Adobe Acrobat, Preview (on Mac), or

various online tools allow you to fill out forms in PDF files by selecting text fields and entering information. Are there any restrictions when working with PDFs? Some PDFs might have restrictions set by their creator, such as password protection, editing restrictions, or print restrictions. Breaking these restrictions might require specific software or tools, which may or may not be legal depending on the circumstances and local laws.

Find Personnel Psychology :

opticke elektronky

ordinary differential equations and applications

optimale wirtschaftspolitik und die erzeugung politischa konomischer konjunkturzyklen hain aa konomie

oral motor assessment and treatment ages and stage

orcas high seas supermen

optimality in parametric systems

optics a poem in seven sections

organic synthetic methods

optimization theory the design of feed

or all the seas with oysters

ordering the membrane cytoskeleton trila

optoelectronic materials

oral vices

optimal expansion of a water resources system

optimizing diabetes care in the office

Personnel Psychology :

Pre-Owned Forgetful Lady: Re (Hardcover) 0446327956 ... Title: Forgetful Lady: Re; ISBN10: 0446327956; EAN: 9780446327954; Genre: FICTION / General; Author: Diamond, Jacqueline; CONDITION - GOOD - Pre-Owned ... Memory Loss in Women — Is It Age or Menopause? Oct 20, 2020 — Memory difficulty is a typical symptom of menopause, but some might fear that it's an early sign of dementia or Alzheimer's. A forgetful and angry old lady - PMC by SL Mah · 2018 — A 90-year-old female has been showing changes in her behavior and personality as her dementia progresses. These changes began about 10 years ago ... 7 common causes of forgetfulness Apr 18, 2020 — Not getting enough sleep is perhaps the greatest

unappreciated cause of forgetfulness. Too little restful sleep can also lead to mood changes ... Forgetfulness: What's Normal, What's Not Sep 19, 2016 — Despite memory lapses, if your personality and mood remain the same, it's a good indicator that it's probably not something more serious. For Women, Midlife Brain Fog Is Real. Here's Why. Mar 20, 2023 — Wondering why you keep forgetting things? One culprit for midlife women: perimenopause. Estrogens and Memory Loss in Women Jul 30, 2019 — Estrogens and Memory Loss in Women. Research ... It's one of these things that women don't like to admit that they're going through," says Frick. Forgetfulness & Memory Loss or Something More Jan 10, 2022 — We all experience forgetfulness from time to time, but when is it a sign of something more? Learn when you should be concerned versus signs ... I'm doing pre-calculus on E2020, anyone know where i can ... May 13, 2020 — Final answer: Trying to find all the answers for your pre-calculus course won't help you learn. Instead, focus on understanding the concepts ... Precalculus - 2nd Edition - Solutions and Answers Our resource for Precalculus includes answers to chapter exercises, as well as detailed information to walk you through the process step by step. With Expert ... E2020 Pre Calculus Answers Pdf E2020 Pre Calculus Answers Pdf. INTRODUCTION E2020 Pre Calculus Answers Pdf (Download Only) I think I'm going to fail my Pre-Calculus on Edgenuity I just came on here looking if there was anyone else talking about this. I can't find any of the answers online. Edgenuity Pre Calc Answers Edgenuity Answer Keys Pre Calculus Edgenuity Answers For Pre Calculus Get Pre Calculus E2020 Answers Pdf PDF ePub and save both time and money by visit our ... Pre-Calculus Exploring the relationship between advanced algebra topics and trigonometry, this informative introduction to calculus challenges students to discover and ... Pre-Calculus - 12th Edition - Solutions and Answers Our resource for Pre-Calculus includes answers to chapter exercises, as well as detailed information to walk you through the process step by step. With Expert ... Edgenuity pre calc answers - carterscreations.shop Jan 2, 2022 — Student Grade: 09 Pre-Calculus; Pre-AP PreCalculus - T. pl Edgenuity Answers For Pre Calculus e2020 answers to pre calculus contains ... Edgenuity precalculus Edgenuity E2020 Chemistry A Answer Key. Precalculus Semester 1 Final Review ... Edgenuity Answers For Pre Calculus pdfsdocuments2.com. Precalculus was ... Longman Preparation Course for the TOEFL ® iBT Test Providing both a comprehensive language-skills course and a wealth of practice for all sections of the test, the Longman Preparation Course for the TOEFL iBT® ... Longman Preparation Course for the TOEFL iBT Test with ... Excellent book for TOEFL iBT test. Cover all the skills you need for the test (reading, writing, speaking, listening). It comes with a english lab access that ... Longman Preparation Course for the TOEFL Test ... Book overview · Complete language skills instruction for skills tested on both the TOEFL® paper test and the Test of Written English. · Longer reading passages ... Longman Introduction and Preparation for TOEFL The Longman Preparation Course for TOEFL prepares students for the test with guidelines, strategies, tips and hints. If you would like to explore alternative ... Longman Preparation Course for the TOEFL iBT Test Combining a comprehensive language skills course with a wealth of practice for all sections of the TOEFL iBT: what more do you need? The Longman Preparation ... Longman Preparation for

the TOEFL iBT No information is available for this page. Longman Complete Course for the TOEFL® Test Longman Preparation Course for the TOEFL® Test: Volume A- Skills and Strategies, Second. Edition provides comprehensive coverage of the language skills and test ... Longman Preparation Course for the TOEFL Test: Ibt The Student Book features diagnostic pre-tests and post-tests, plus eight mini-tests and two complete TOEFL tests. The CD-ROM includes an additional eight mini- ... Longman Preparation Course for the TOEFL® Test Next ... It is based on the most up-to-date information available on the iBT. Longman Preparation Course for the TOEFL Test: Next Generation iBT can be used in a ... Longman Preparation Course for the Toefl Test With an ... Longman Preparation Course for the Toefl Test With an Answer Key - Softcover ... From United Kingdom to U.S.A. ... From Spain to U.S.A.. Destination, rates & speeds.