

# **Military Psychology: Personnel Selection, & Classification**

Dr. Steven J. Kass

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# Personnel Selection And Classification

**Evan M. Berman**



## **Personnel Selection And Classification:**

*Personnel Selection and Classification* Michael G. Rumsey, Clinton B. Walker, James H. Harris, 2013-05-13 Bringing together several key elements needed to identify the most promising themes for future research in selection and classification this book's underlying aim is to improve job performance by selecting the right persons and matching them most effectively with the right jobs An emphasis is placed on current innovative research approaches which in some cases depart substantially from traditional approaches The contributors consisting of professionals in measurement personnel research and applied and military psychology discuss where the quantum advances of the last decade should take us further Comprehensive coverage of the selection and classification domain is provided including a broad range of topics in each of the following areas performance conceptualization and measurement individual differences and selection and classification decision models The presentations in each of these areas are integrated into a set of coherent themes This integration was the product of structured group discussions which also resulted in a further evolution of some of the ideas presented

*Exploring the Limits in Personnel Selection and Classification* John P. Campbell, Deirdre J. Knapp, 2013-06-17 Beginning in the early 1980s and continuing through the middle 1990s the U S Army Research Institute for the Behavioral and Social Sciences ARI sponsored a comprehensive research and development program to evaluate and enhance the Army's personnel selection and classification procedures This was a set of interrelated efforts collectively known as Project A Project A had a number of basic and applied research objectives pertaining to selection and classification decision making It focused on the entire selection and classification system for Army enlisted personnel and addressed research questions that can be generalized to other personnel systems It involved the development and evaluation of a comprehensive array of predictor and criterion measures using samples of tens of thousands of individuals in a broad range of jobs The research included a longitudinal sample from which data were collected at organizational entry following training after 1 2 years on the job and after 3 4 years on the job This book provides a concise and readable description of the entire Project A research program The editors share the problems strategies experiences findings lessons learned and some of the excitement that resulted from conducting the type of project that comes along once in a lifetime for an industrial organizational psychologist This book is of interest to industrial organizational psychologists including experienced researchers consultants graduate students and anyone interested in personnel selection and classification research

**The Logic of Personnel Selection and Classification** Paul Horst, 1961

*Exploring the Limits of Personnel Selection and Classification* John Paul Campbell, Deirdre J. Knapp, 2001 Beginning in the early 1980s and continuing through the middle 1990s the U S Army Research Institute for the Behavioral and Social Sciences ARI sponsored a comprehensive research and development program to evaluate and enhance the Army's personnel selection and classification procedures This was a set of interrelated efforts collectively known as Project A Project A had a number of basic and applied research objectives pertaining to

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Knapp, 2001-04-01 Beginning in the early 1980s and continuing through the middle 1990s the U S Army Research Institute for the Behavioral and Social Sciences ARI sponsored a comprehensive research and development program to evaluate and enhance the Army's personnel selection and classification procedures This was a set of interrelated efforts collectively known as Project A Project A had a number of basic and applied research objectives pertaining to selection and classification decision making It focused on the entire selection and classification system for Army enlisted personnel and addressed research questions that can be generalized to other personnel systems It involved the development and evaluation of a comprehensive array of predictor and criterion measures using samples of tens of thousands of individuals in a broad range of jobs The research included a longitudinal sample from which data were collected at organizational entry following training after 1 2 years on the job and after 3 4 years on the job This book provides a concise and readable description of the entire Project A research program The editors share the problems strategies experiences findings lessons learned and some of the excitement that resulted from conducting the type of project that comes along once in a lifetime for an industrial organizational psychologist This book is of interest to industrial organizational psychologists including experienced researchers consultants graduate students and anyone interested in personnel selection and classification research

*Personnel Selection and Classification Test*, 1942     **Personnel Selection and Classification Tests**, 1942

*Improving Personnel Selection Through New Approaches to Classification* Robert G. Pajer, 1981     *Handbook of Employee Selection* James L. Farr, Nancy T. Tippins, 2013-09-13 The Handbook of Employee Selection provides a comprehensive review of a contemporary personnel selection instruments including the technical methodology for their development and evaluation of their effectiveness b the organizational systems necessary for the effective and efficient use of personnel selection methods as part of organizations human resource management approach and c the societal and organizational factors that provide the context within which personnel selection is nested The Handbook will include

descriptions of specific examples of personnel selection procedures that have had major impact on the development of personnel selection function within organizations as well as discussions of current and future trends in employee selection around the world      **Personnel Selection and Classification Test** Willis W. et al Clark,1942 Vocations Miscellaneous

Estimating the Benefits of Personnel Selection and Classification: An Extension of the Brogden Table ,1994 A Monte Carlo study was done to estimate the standardized performance gain Sigma units for personnel who have been optimally selected and classified as a function of the number of alternative job assignments the applicant rejection rate the validity of the performance estimates and the intercorrelation among the estimates The study extended the number of job assignment categories considered to 500 based on a general solution provided by Brogden for up to 10 jobs Results indicated that adding job categories with zero applicant rejection improved expected performance from 0 0 Sigma units with 1 job to 3 03 Sigma units with 500 jobs For the highest level of applicant rejection 90% corresponding gains were 1 75 a units and 3 78 or units respectively Implications for use of the table were discussed Benefit estimation Monte Carlo Classification Personnel Job assignments Selection      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      Army Personnel Selection and Classification Testing United States. Department of the Army,1990      **Personnel Selection and Assessment** Heinz Schuler,James L. Farr,Mike Smith,2013-03-07 The impetus for this volume came from the editors belief that most current research and thinking about personnel selection and assessment in organizations considered only the perspective of the employer The job applicant seeking to join the organization or the employee being considered for promotion or reassignment was typically given little attention from the designers of employment or assessment systems They believed that this

imbalance had several negative implications 1 Organizational selection and assessment appeared to be the principal area within work and organizational psychology that had forgotten a basic tenet of the profession of psychology namely that the welfare of the individual is paramount 2 A lack of concern for the individuals who were being assessed could result in additional criticisms of psychological assessment in employment settings 3 The acceptability of selection and assessment devices and systems may impact in largely unknown ways on the decisions of individuals to apply for jobs or transfers thus affecting the selection ratio and potential utility of such systems 4 Individual reactions to the characteristics of assessment and selection devices could affect the accuracy of the information obtained about those individuals adversely affecting the reliability and validity of resulting personnel decisions Informally discussing these concerns with their professional colleagues the editors found that others were similarly troubled Their next response was to organize a three day conference bringing together a number of researchers in applied psychology to present papers and participate in discussions related to balancing individual and organizational needs in selection and assessment Revisions of the papers presented at this conference form the core of this volume **Personnel Selection and Classification** ,1983 *Personnel Selection* Mark Cook,2016-02-19 This is a fully updated edition of Personnel Selection a seminal text on the psychometric approach to personnel selection by a noted expert in the field Focuses on cutting edge topics including the influence of social networking sites adverse impact age differences and stereotypes distribution of work performance and the problems of selecting new employees using research based on incumbent employees Questions established beliefs in the field especially issues that have been characterized as not a problem such as differential validity over reliance on self report and faking good Contains expanded discussion of research and practice in the US and internationally while maintaining the definitive coverage of UK and European selection approaches Provides comprehensive yet accessible information for professionals and students as well as helpful pedagogical tools technical and statistical boxes simplified figures and tables research agenda boxes key point summaries and key references Personnel Selection and Classification United States. Department of the Army,1985

**Personnel Selection and Classification** ,1983 **Human Resource Management in Public Service** Evan M. Berman,2010 The Third Edition of this award winning text helps readers develop key skills for success while also reminding them of the complex puzzles and paradoxes of management in the public sector It provides thoroughly updated and enhanced coverage with additional practical tools for managers and student job seekers more international examples more examples from hospitals and social services and new sections on ethics training motivation psychological contracts civil service reform and workplace violence Validating Future Force Performance Measures (army Class) Karen O. Moriarty,2009 To meet the challenges facing the Army the Army needs predictor measures that will enhance entry level Soldier selection and classification One of the purposes of the Army Research Institute for Behavioral and Social Sciences ARI s Army Class project is to provide the Army with recommendations on which predictor measures in particular measures of non cognitive attributes

e.g. interests, values, and temperament demonstrate the greatest potential to inform entry level Soldier selection and classification decisions. The present report documents the development of criterion measures to assist in these analyses. A second purpose of the Army Class project is to develop and pilot job knowledge tests (JKTs) that can be used to aid reclassification decisions. If Soldiers are shown to possess critical knowledge, skills, and attributes (KSAs) for their new jobs, this could reduce training requirements and increase force readiness. This report documents the development of reclassification JKT test items.

## The Enigmatic Realm of **Personnel Selection And Classification**: Unleashing the Language is Inner Magic

In a fast-paced digital era where connections and knowledge intertwine, the enigmatic realm of language reveals its inherent magic. Its capacity to stir emotions, ignite contemplation, and catalyze profound transformations is nothing lacking extraordinary. Within the captivating pages of **Personnel Selection And Classification** a literary masterpiece penned by way of a renowned author, readers embark on a transformative journey, unlocking the secrets and untapped potential embedded within each word. In this evaluation, we shall explore the book's core themes, assess its distinct writing style, and delve into its lasting affect the hearts and minds of people who partake in its reading experience.

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