

Selection Process

- Hiring decisions are about finding the people who will be a good fit with the job and the organization.
- Personnel selection: the process through which organizations make decisions about who will or will not be allowed to join the organization.
- Selection begins with the candidates identified through recruitment and attempts to reduce their number to the individuals best qualified to perform the available job.
- The best selection methods:
 - Will provide information that is reliable and valid and can be generalized to apply to the organization's group of candidates
 - Should measure characteristics that have practical benefits for the organization
 - Must meet legal requirements in effect where the organization operates

Personnel Selection In Organizations

Neil Anderson



Personnel Selection In Organizations:

Personnel Selection in Organizations Neal Schmitt, Walter C. Borman, 1992-11-27 Unprecedented advances in the scientific study of personnel selection have given researchers and practitioners new ideas and tools to achieve greater success in measuring and linking skills knowledge and abilities to job performance requirements Personnel Selection in Organizations is a timely presentation of emerging issues in research and practice providing new and exciting perspectives on the theoretical empirical and societal changes that will affect the study and practice of virtually every personnel selection topic The careful analysis of current procedures and practices joined with an insightful identification of areas where ongoing research is needed will be a valuable resource for all those interested in the continuing development of the field In sixteen original chapters leading experts highlight the personnel selection issues that will receive increasing attention in the years ahead The authors thoughtfully explore key subjects in this rapidly changing field including job analysis criterion development biographical and personality measures the concept of validity the changing demographics of the work population the decline of the manufacturing economy and the development of small organizations They examine specific topics such as recruitment and retention structured versus unstructured interviews the ethics and effectiveness of computerized psychological testing perceptions of selection fairness productivity turnover and absenteeism They also cover broader less traditional concerns including downsizing and retirement selection and staffing as a corporate strategy promoting job and life satisfaction organizational citizenship and commitment

Personnel Selection Neal Schmitt, David Chan, 1998-08-04 The purpose of the books in the Foundations for Organizational Science series is to describe what is known in a subject area what we need to know to substantially increase our knowledge and practice and ideas about how to go about obtaining this knowledge The books are also targeted to graduate students in the organizational sciences Personnel Selection offers a comprehensive state of the art look at the field of personnel selection This book also emphasizes the role of theory in the personnel selection research an area of organizational science that is often characterized as lacking in theoretical bases Traditional topics such as job analysis performance measurement the measurement of individual difference characteristics the design of validation research and the evaluation of validation data are covered In addition novel ideas concerning levels of analysis issues examinee reactions to tests the impact of changing technology and means of communication and globalization are also discussed Each chapter provides detailed access to current knowledge identifies sources that can provide further detail and ends with a summary of the major research questions that should be addressed to advance understanding of the issues described in that chapter

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

Personnel Selection and Assessment Heinz Schuler, James L. Farr, J. Mike Smith, 1993 First Published in 1993 Routledge is an imprint of Taylor Francis an informa company

Employee Recruitment, Selection, and Assessment Ioannis Nikolaou, Janneke K. Oostrom, 2015-04-17 Personnel selection is changing Whilst traditional face to face interviews are still common the range of assessment processes that inform the selection of candidates is increasingly diverse taking advantage not only of new technologies but also using new methods and strategies such as assessment centres and personality testing This new collection looks at the most important contemporary issues in recruitment selection and assessment today highlighting the latest research from the perspective of both recruiter and applicant The book is written by an international range of prominent scholars in this area and provides up to date analysis of key topic areas including How measurements of intelligence can impact on recruitment policies The use and value of personality tests An analysis of social interaction in the interview process The value and impact of video resumes in recruitment How social networks affect how applicants are perceived Job analysis and competencies modelling Part of the Current Issues in Work Organizational Psychology series this is an important book that shines a light on the latest theory and practice in employee recruitment It will interest not only students and researchers of Organizational Psychology HRM and Business and Management but will also engage professionals in the field

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

Handbook of Employee Selection James L. Farr, Nancy T. Tippins, 2013-09-13 The Handbook of Employee Selection summarizes the state of science and practice in the field of employee selection Chapters in this book 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 Ethical and legal concerns are dealt with in another set of chapters and highlight the concerns of the employer as well as the test taker and the psychologist responsible for the testing program Final sections of the book include chapters that focus on testing for certain types of jobs e g blue collar jobs supervisory jobs and describe important milestones in the development of selection programs

International Review of Industrial and Organizational Psychology 2010 Gerard P. Hodgkinson, J. Kevin Ford, 2010-02-04 This is the twenty fifth volume in the most prestigious annual series for the field of industrial and organizational psychology Continuing the tradition of providing scholarly up to the minute reviews and updates of theory and research this volume surveys developments in such familiar areas as employee selection team cognition and adaptation leadership and diversity management Newer topics include corporate communications coaching and positive organizational behavior Each chapter offers a comprehensive and critical survey of the topic and is supported by a valuable bibliography

The Blackwell Handbook of Personnel Selection Arne Evers, Neil Anderson, Olga Smit-Voskuijl, 2009-02-04 The Blackwell Handbook of Personnel Selection provides a state of the art review of theory research and professional practice in the field of selection and assessment Reviews research and practical developments in all of the main selection methods including interviews psychometric tests assessment centres and work sample tests Considers selection from the organization s and the applicant s perspective and covers the use of new technology in selection and adverse impact issues Each section includes contributions from internationally eminent authors based in North America and Europe

Personnel Selection Mark Cook, 2009-04-15 Clear and accessible Personnel Selection will continue to be the guide that students and professionals alike turn to for practical advice in this complex field Fully updated edition of highly successful text Clear accessible and practical in its approach Now includes emotional intelligence and counterproductive work behaviours not covered in any other text at this level

The Dark Triad of Personality in Personnel Selection Dominik Schwarzing, 2022-12-12 How to use the dark triad in personnel selection Presents the latest research and theories Highlights the gains and risks of these traits Provides concrete recommendations for use in selection processes Summarizes legal and professional guidelines More about the book This book explores the

theoretical basis and state of the art of research on narcissism Machiavellianism and subclinical psychopathy It also answers complex questions on the structure of the dark triad and its measurement for practical applications Learn about how people high in these characteristics can on the one hand experience individual career success and high work performance and on other hand present risks in the workplace with abusive and destructive leadership and counterproductive behavior In addition the author summarizes the legal and professional guidelines when assessing the dark personality characteristics of job applicants examines the acceptance and social validity of such assessments evaluates the available instruments and makes recommendations for practical applications and further research With the focus on practical applications the book presents the development quality and application of a test designed for use in organizations to capture the dark triad in the workplace Concrete recommendations are given on how to use the characteristics narcissism Machiavellianism and subclinical psychopathy in personnel selection Researchers and practitioners interested in applying the dark triad in personnel work will find this book full of valuable information on how to undertake legally compliant processes and how to utilize the great potential these personality characteristics have in making decisions on aptitude

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

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

The SAGE Encyclopedia of Industrial and

Organizational Psychology Steven G. Rogelberg, 2016-09-27 The well received first edition of the Encyclopedia of Industrial and Organizational Psychology 2007 2 vols established itself in the academic library market as a landmark reference that presents a thorough overview of this cross disciplinary field for students researchers and professionals in the areas of psychology business management and human resources Nearly ten years later SAGE presents a thorough revision that both updates current entries and expands the overall coverage adding approximately 200 new articles expanding from two volumes to four Examining key themes and topics from within this dynamic and expanding field of psychology this work offers a truly cross cultural and global perspective Simulations for Personnel Selection Michael Fetzner, Kathy

Tuzinski, 2013-08-13 This book provides a comprehensive and state of the art overview of simulation development technologies and implementation including real world examples and results followed by a preview of what's on the horizon that will further revolutionize the industry More than a handful of books have been written on the use of simulations for training purposes but this book focuses solely on simulations in employee selection contexts e.g. hiring promotion making it a truly unique and valuable resource for both practitioners and academics The science and practice of employee selection has advanced at a steady pace over the past two or three decades However recent advancements in both technology and assessment methods have been the catalyst for an evolutionary leap in the use of simulations in this area **Assessment**

and Selection in Organizations, International Handbook of Selection and Assessment Neil Anderson, Peter Herriot, 1997-07-07 This is a book for human resource professionals academics researchers and independent consultants who are engaged in assessing other people at work It places assessment in its political economic social and organizational context and provides a critical guide to emergent issues in both research and practice The contributors to the book originate from countries in Europe North America and Asia and provide a vital perspective for the rapid international developments in selection and assessment in the 1990s and beyond **Managing Selection in Changing Organizations** Gerard F.

Kehoe, 2000-01-12 In this volume the Society for Industrial and Organizational Psychology provides managers with the practical guidance they need to make decisions about the crucial process of employee selection in today's changing business environment An outstanding group of contributors each with direct experience creating effective selection programs for contemporary organizations makes applicable proven strategies for the design and management of the selection process They examine selection management in its organizational social and legal contexts and help human resource professionals forge links between selection and other critical HR functions such as training development recruitment and resourcing SIOP PROFESSIONAL PRACTICE SERIES 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

Personnel Selection in the Pattern Evidence Domain of Forensic Science National Academies of Sciences, Engineering, and Medicine, Division of Behavioral and Social Sciences and Education, Board on Human-Systems Integration, Committee on Workforce Planning Models for Forensic Science: A Workshop, 2017-01-20 In July 2016 The National Academies of Sciences Engineering and Medicine convened a workshop with the goal of bringing together industrial and organizational I O psychologists experts on personnel selection and testing forensic scientists and other researchers whose work has a nexus with workforce needs in the forensic science field with a focus on pattern evidence Participants reviewed the current status of selection and training of forensic scientists who specialize in pattern evidence and discussed how tools used in I O psychology to understand elements of a task and measure aptitude and performance could address challenges in the pattern evidence domain of the forensic sciences This publication summarizes the presentations and discussions from the workshop

Rethinking Interviewing and Personnel Selection T. Oliveira, 2015-03-17 The case studies in Rethinking Interviewing and Personnel Selection find support for Herriot 1993 2003 and Fletcher s 1997 2003 claims that the selection interview is a social process which may gain from a degree of semi structured interaction with candidates

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