



Personnel Selection

Michael Fetzer, Kathy Tuzinski



Personnel Selection:

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

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 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 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** 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 The Oxford Handbook of Personnel Assessment and Selection Neal Schmitt, 2012-03-28 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 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 Blackwell Handbook of Personnel Selection* Arne Evers, Neil Anderson, Olga Smit-Voskuil, 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 and Productivity Mark Cook, 1988-04-04 A critical examination of the links between personnel selection and productivity comparing various methods of personnel selection and how each influences an organization's success in the marketplace Examines a wide range of selection techniques including interviewing references and ratings tests of cognitive ability educational background assessment centers and personality tests Discusses methods in determining correct criteria for measuring productivity and cost considerations in structuring personnel and selection policies Also examines issues involved in fairness laws and how they influence personnel selection

policies and employee productivity **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 **The Psychology of Personnel Selection** Dominic Cooper, Ivan T. Robertson, 1995 In many companies the procedures for selecting the right person for the job are little more than a lottery Optimal personnel selection is concerned with accurately predicting employees future behaviour in the job Drawing on recent scientific research this book offers a framework for action to assist selectors in this difficult task Based on the principles of Total Quality Management topics include identifying customer needs establishing the necessary evaluative standards for all selection methods optimizing the design and return on investment in selection procedures setting decision making standards and outlining ideas for continuous improvements Many selection methods are also described and discussed in relation to the evaluative standards BOOK JACKET Title Summary field provided by Blackwell North America Inc All Rights Reserved

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

Personnel Selection and Placement Marvin D. Dunnette,1966 *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 Army Personnel Selection and Classification Testing United States. Department of the Army,1990 The Theory and Practice of Systematic Personnel Selection Ivan Robertson,Mike Smith,1993-06-08 Sometimes called the Bible of Personnel Selection the first edition of this book established a leading position in its field This new edition while maintaining the original structure and stringent academic standard has been thoroughly updated and revised to include new sections on ethical issues meta analysis feedback and candidates reactions to recruitment media *An Integrated Neutrosophic-TOPSIS Approach and Its Application to Personnel Selection: A New Trend in Brain Processing and Analysis* NADA A. NABEEH,FLORENTIN SMARANDACHE,MOHAMED ABDEL-BASSET ,HAITHAM A. EL-GHAREEB,AHMED ABOELFETOUH, Personnel selection is a critical obstacle that influences the success of the enterprise The complexity of personnel selection is to determine efficiently the proper application to fulfill enterprise requirements The decision makers do their best to match enterprise requirements with the most suitable applicant Unfortunately the numerous criteria alternatives and goals make the process of choosing among several applicants is very complex and confusing to decision making The environment of decision making is a multi criteria decision making surrounded by inconsistency and uncertainty This paper contributes to support personnel selection process by integrating neutrosophic analytical hierarchy process AHP with the technique for order preference by similarity to an ideal solution TOPSIS to illustrate an ideal solution amongst different alternatives A case study on smart village Cairo Egypt is developed based on decision maker s judgments recommendations The proposed study applies neutrosophic AHP and TOPSIS to enhance the traditional methods of personnel selection to achieve the ideal solutions By reaching the ideal solutions the smart village will enhance the resource management for attaining the goals to be a successful enterprise The proposed method demonstrates a great impact on the personnel selection process rather than the traditional decision making methods *Simulations for Personnel Selection* Michael Fetzer,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.

How to Develop Job-related Personnel Selection Procedures
Robert G. Pajers, 1979

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.

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