



# Personnel Selection In The British Force

**James L. Farr, Nancy T. Tippins**



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The British Army and the People's War, 1939-1945 Jeremy A. Crang, 2000-11-18 During the Second World War the British army absorbed approximately three million new recruits the majority of whom were conscripts Drawn from all occupational groups and social classes the military authorities were confronted with the task of molding these civilians in uniform into an effective fighting force This book analyzes the impact of this process of integration on the army as a social institution Exploring such aspects of the army's social organization as other rank selection officer selection officer promotion officer man relations the soldier's working life army welfare and army education it assesses the ways in which the army changed in relation to its new intake what the extent of any change that took place actually was and how different the army of 1945 was to that of 1939 **Personnel Selection in the British Forces** Philip E. Vernon, Philip Ewart Vernon, John B. Parry, 1949

**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 **The British Army, Manpower and Society into the Twenty-first Century** Hew

Strachan, 2021-06-30 These essays set the relationship between the Army and society in the context of the 20th century as a whole They then consider the key areas of current controversy the pressure on the Army caused by changes in society the Army's right to be different race homosexuality and gender *Personnel Selection in the British Forces* Philip E.

Vernon, Philip Ewart Vernon, John B. Parry, 1949 **Managing Staff Selection And Assessment** Iles, Paul, 1998-12-01 Paul Iles provides a distinctive approach to managing staff selection and assessment in organizations He discusses not only the dominant psychometric model but also draws upon perspectives from strategic management theory social psychology and critical theory This is an accessible text which discusses developments both in the UK and internationally provides specific organizational case studies and describes recent research findings and their implications for organizational practice It locates techniques and procedures in the contexts of corporate strategy structure and culture It shows how organizations have sought to use assessment strategically in the search for competitive advantage recruiting selecting appraising and developing staff in order to bring about organizational and cultural change The book concludes by applying its frameworks to an area of key significance the identification assessment and development of managerial competence 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

*The History of Officer Social Origins, Selection, Education and Training Since the Eighteenth Century* Elliott Vanveltner Converse, 1996 **The British Army 1815-1914**

Harold E. Raugh, 2020-03-24 This collection of essays examines the evolution of the British Army during the century long Pax Britannica from the time Wellington considered its soldiers the scum of the earth to the height of the imperial epoch when they were highly respected soldiers of the Queen The British Army during this period was a microcosm and reflection of the larger British society As a result this study of the British Army focuses on its character and composition its officers and men efforts to improve its efficiency and effectiveness and its role and performance on active service while an instrument of British Government policy

*Psychiatry in the British Army in the Second World War* Robert H. Ahrenfeldt, 2018-09-24 Originally published in 1958 this account of the work of psychiatrists in the British Army during the Second World War is based on the study of all available documents published and unpublished as well as on the author's first hand experience of the clinical and administrative aspects of Army psychiatry It deals not only with the wartime problems presented by the high incidence of mental illness and the large numbers of mentally backward and maladjusted men as they were termed then in the Service but also with the methods developed for the selection and efficient use of personnel and officers in the face of acute shortage of man power the psychiatric aspects of discipline morale training and prolonged service overseas the treatment and evacuation of psychiatric battle casualties in the forward areas under difficult and varied conditions the rehabilitation of disabled ex servicemen and the civil resettlement of repatriated prisoners of war **Graduates in**

**Industry** Psi Psi, 2017-06-26 There was much development of both education and industry in post World War II Britain This book first published in 1957 examines this correlation between education and industry and provides guidance for both

graduates and hiring managers This title will be of interest to students of human resource management and business studies

*Leadership in the British Civil Service (Routledge Revivals)* Richard A. Chapman, 2013-05-13 First published in 1984 this book examines the style of leadership amongst senior civil servants and its impact on administrative reform by investigating the work of Sir Percival Waterfield who was First Civil Service Commissioner from 1939 to 1951 He was responsible for setting up the Civil Service Selection Board which was the key institution in the pioneering new approach to personnel selection initiated in Britain after the Second World War It has been regarded as the model for personnel recruitment in other contexts and for civil service recruitment in other countries The book raises fundamental questions about the criteria for recruitment and promotion of leading officials in British central government and offers a rare glimpse of the day to day work of top civil servants and the administrative culture in which they operate

**Battle Exhaustion** J. T. Copp, Bill McAndrew, 1990 When Canadian troops cracked mentally their commanders could not understand that strict discipline and good training were not enough to keep battle exhaustion in check Some Canadian doctors using energy and common sense understood the problem better

**The Social Engagement of Social Science, a Tavistock Anthology, Volume 1** Eric Trist, Hugh Murray, Beulah Trist, 2016-01-11 World War II brought together a group of psychiatrists and clinical and social psychologists in the British Army where they developed radical action oriented innovations in social psychiatry They became known as the Tavistock Group since the core members had been at the pre war Tavistock Clinic They created the post war Tavistock Institute of Human Relations and expanded on their wartime achievements by pioneering a new mode of relating theory and practice called in these volumes The Social Engagement of Social Science There are three perspectives the socio psychological the socio technical and the socio ecological These perspectives are interdependent yet each has its own focus and is represented in a separate volume Volume I The Socio Psychological Perspective extends the object relations approach in psychoanalysis to group organizational and wider social life This extension is related to field theory the personality culture approach and open systems theory Action oriented papers deal with key ideas in social psychiatry varieties of group process new paths in family studies the dynamics of organizational change and the unconscious in culture and society The Institute s dynamic social science approach to industrial problems which will be presented in Volume II began with Eric Trist s coal mining program for the development of more productive and personally satisfying self regulating forms of work organization The whole Quality of Working Life movement owes its theoretical and empirical basis to this pathfinding endeavor Volume III will focus on non hierarchical forms of organization facilitating inter organizational relations in complex and rapidly changing environments the socio ecological perspective This perspective is offered as a guide to institution building for the future

**Adolescence** C. M. Fleming, 1998 Young people are educable Young people are worth educating Upon their wise handling depend the issues of ultimate harmony or conflict in the home in workshop or factory and among the nations Many current methods of treatment find however their justification only in the somewhat mythical descriptions of past centuries For

most of these there is little support in the more careful studies of recent years      Uses and Abuses of Psychology Dr. H. J. Eysenck, 2016-08-09 This first book by German born psychologist Hans J rgen Eysenck s is considered a classic amongst scholars and professionals of psychology It describes the pitfalls of psychology and the remedies that can be applied A strong dependence on statistics and the experimental method is emphasized as essential to good psychology The book is divided into four sections Intelligence Testing Vocational Psychology Abnormal Behaviour and Social Attitudes Can an intelligence test administered to an eight year old predict adult performance Is interviewing a good way of selecting the best applicant for a job Is there such a thing as normal behaviour Can surveys such as the Gallup poll be of assistance to psychologists Eysenck answers these and other questions A book not to be missed by anyone interested in psychology      *Quarterly Review of Military Literature* , 1947      **Cream of the Crop** Allan Douglas English, 1996 A unique offering to military studies critiquing the effectiveness of the Royal Canadian Air Forces aircrew preparations for war a selection system and training program which became a modern model English war studies Royal Military College of Canada traces the development of aviation psychology and the treatment of psychological casualties in air combat paying attention to the controversy of diagnosing aviators as lacking moral fibre and its effect on morale By exploring these issues the author includes the human dimension as an influence on air force effectiveness as much as material and technological innovations Includes some photographs Canadian card order number C96 900371 4 Annotation copyrighted by Book News Inc Portland OR      **The Selection of University Students** Francis William Warburton,      *Made, Not Born* Bruce Newsome, 2007-09-30 Why do the combat capabilities of individual soldiers vary so much This book seeks to provide an answer to this and other questions about variability in combat performance Some soldiers flee quickly from the battlefield while others endure all hardships until the bitter end Some combat units can perform numerous types of missions while others cannot keep themselves organized during peacetime Some militaries armed with obsolete weapons have out fought enemies with the latest weapons just as some massively outnumbered armies have beaten back much larger opponents In this first social scientific study of the effectiveness of combat troops Newsome evaluates competing explanations for the varying combat capabilities and performances There are four main explanations each emphasizing the influence of a single factor The first focuses on material endowments How well funded are the troops Do they have the latest protective gear and the most advanced weaponry Second some analysts claim that democracies produce better commanders superior strategies more motivated personnel or better managed personnel others however associated those characteristics with more authoritarian forms of government Third is the idea that giving more power to the troops on the ground in individual combat units empowers them with decision making capability and adaptability to fast changing situations and circumstances Newsome presents evidence that decentralized personnel management does correlate with superior combat performance Fourth soldier capabilities and performance often are assumed to reflect intrinsic attributes such as prior civilian values Newsome argues that the

capabilities of combat soldiers are acquired through military training and other forms of conditioning but he does not entirely discount the role of a soldier's individual character. In the age-old nature vs nurture argument, he finds that intrinsic qualities do count but that extrinsic factors such as training and environment matter even more.

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