

Personnel selection: Test and measurement techniques

Thorndike, Robert Ladd

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Personnel Selection Tests And Measurement Techniques

Robert Ladd Thorndike



Personnel Selection Tests And Measurement Techniques:

Personnel Selection Robert Ladd Thorndike, 1949 **Personnel Selection** Robert L. Thorndike, 1969 **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.

Handbook of Understanding and Measuring Intelligence Oliver Wilhelm, Randall W. Engle, 2005. It is extremely useful and contemporary, covering among its five hundred pages genetics, neuroimaging, and emotional intelligence. It also provides a good indicator of current psychological work in the area with empirical evidence and theory sitting alongside each other. The material on meta-cognition would I suspect be of most interest to philosophers, along with the more basic questions concerning the nature of memory and intelligence.

PRACTICAL PHILOSOPHY This volume provides an in-depth yet accessible and up-to-date review of the key topics pertinent to current intelligence research. This state-of-the-art summary about our theoretical understanding of human abilities and their measurement is of interest for researchers, practitioners, and advanced students in psychology, education, and related disciplines. It's a great summary and a good read on a truly important topic.

Dr. Heinz Holling, University of Münster. Wilhelm and Engle have compiled a highly informative set of chapters on various topics related to intelligence. The chapters describing recent European work will be especially informative for North American readers. The work is strengthened by provision of review chapters that keep the reader in sight of the forest rather than the trees.

Earl Hunt, University of Washington. Without an informed cognitive understanding of intelligence as a construct, the technology of intelligence testing

will make little to no progress Psychologists with a more psychometric background need detailed knowledge about the cognitive processes underlying intelligent behavior Likewise psychologists with a more cognitive or experimental background need to make more use of applied knowledge from psychometric research Earl Hunt Without an informed cognitive understanding of intelligence as a construct the technology of intelligence testing will make little to no progress Psychologists with a more psychometric background need detailed knowledge about the cognitive processes underlying intelligent behavior Likewise psychologists with a more cognitive or experimental background need to make more use of applied knowledge from psychometric research The Handbook of Understanding and Measuring Intelligence provides an overview of recent studies on intelligence to help readers develop a sound understanding of results and perspectives in intelligence research In this volume editors Oliver Wilhelm and Randall W Engle bring together a group of respected experts from two fields of intelligence research cognition and methods to summarize review and evaluate research in their areas of expertise The chapters in this book present state of the art examinations of a particular domain of intelligence research and highlight important methodological considerations theoretical claims and pervasive problems in the field The Handbook provides those with a broad interest in individual differences cognitive abilities intelligence educational measurement thinking reasoning or problem solving with a comprehensive description of the status quo and prospects of intelligence research The book is divided into two parts that are intended to build upon and relate to one another Part I the cognitive section explores several theoretical viewpoints on intelligence and Part II the methodological section addresses fundamental statistical problems and pragmatic assessment problems in measuring intelligence Key Features The volume editors provide a general introduction and conclude the book with an integrative epilogue Contributors to this volume are experts in intelligence with a background in methodology or theory who offer current theoretical perspectives and recent empirical results which are of interest to a broad audience In addition to contributions from U S intelligence experts authors from Europe and Australia provide an international perspective and articulate viewpoints and results not otherwise readily available to an American audience Developments in theory are described with respect to their implications at the measurement level and developments on the methodological level are evaluated with respect to their contribution to the theoretical understanding of intelligence The Handbook is designed for scholars and psychology professionals interested in intelligence cognitive abilities educational testing and measurement reasoning and problem solving It can also be used by advanced undergraduate and graduate students studying intelligence or the psychology of individual differences In addition the Handbook will be a welcome addition to any academic library

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.

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 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.

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 instrument, 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* Sir William James Ashley,1949 **PREP Report** ,1972 **Handbook of Military Psychology** Stephen V. Bowles,Paul T. Bartone,2017-12-05 This expert compendium surveys the current state of military psychology across the branches of service at the clinical research consulting and organizational levels Its practical focus examines psychological adjustment pre and post deployment commonly encountered conditions e g substance abuse and the promotion of well being sleep mindfulness and resilience training Coverage pays particular attention to uses of psychology in selection and assessment of service personnel in specialized positions and training concerns for clinicians and students choosing to work with the military community Chapters also address topics of particular salience to a socially conscious military including PTSD sexual harassment and assault women s and LGBT issues suicide prevention and professional ethics Among the specific chapters topics covered Military deployment psychology psychologists in the forward environment Stress and resilience in married military couples Assessment and selection of high risk operational personnel processes procedures and underlying theoretical constructs Understanding and addressing sexual harassment and sexual assault in the US military Virtual reality applications for the assessment and treatment of PTSD Plus international perspectives on military psychology from China Australia India and more Grounding its readers in up to date research and practice Military Psychology will assist health psychologists clinical psychologists psychiatrists and clinical social workers in understanding and providing treatment for military populations veterans and their families as well as military psychologists in leadership and consulting positions

Historical Perspectives in Industrial and Organizational Psychology Laura L. Koppes,2014-02-04 This unique book is the first to contain a comprehensive history of industrial and organizational psychology covering numerous topics in the discipline The history presented offers various perspectives including the contributions of individuals organizations and contextual or situational forces as well as an international viewpoint The authors all highly regarded experts in their respective topics use a range of approaches to examine history demonstrating to readers that there are multiple ways to understand history This volume will be of interest to industrial and organizational psychologists business and management academics and professionals historians of psychology business science and science and technology undergraduate and graduate students Handbook of Industrial, Work & Organizational Psychology Neil Anderson,Deniz S Ones,Handan Kepir Sinangil,Chockalingam Viswesvaran,2001-10-19 It is absolutely up to date and very much international in its outlook Dr Rolf van Dick Dr Patrick Tisington Aston University 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

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 and methods and measurement

Personnel Bibliography Series United States Civil Service Commission. Library,1960

Historical Perspectives in Industrial and Organizational Psychology Laura Koppes Bryan,2020-12-30

Historical Perspectives in Industrial and Organizational Psychology Second Edition updates the first edition with the latest creative and scholarly views of I O psychology to provide a complete up to date understanding of this discipline s history within a contemporary context This new edition includes updated chapters from the first edition as well as three completely new chapters a history of LGBTQ employees workplace experiences the evolution of worker well being and work life issues and a reflection on the importance of context when studying workplaces and whether or not the science and practice of I O psychology is prepared for the future

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Personnel Psychology Pieter Johan Diederik Drenth,Henk Thierry,Charles Johannes Wolff,1998

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Applied Psychology in Talent Management Wayne F. Cascio,Herman Aguinis,2024-05-17

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The SAGE Encyclopedia of Communication Research Methods Mike Allen,2017-04-11

Communication research is evolving and changing in a world of online journals open access and new ways of obtaining data and conducting experiments via the Internet Although there are generic encyclopedias describing basic social science research methodologies in general until now there has been no comprehensive A to Z reference work exploring methods specific to communication and media studies Our entries authored by key figures in the field focus on special

considerations when applied specifically to communication research accompanied by engaging examples from the literature of communication journalism and media studies Entries cover every step of the research process from the creative development of research topics and questions to literature reviews selection of best methods whether quantitative qualitative or mixed for analyzing research results and publishing research findings whether in traditional media or via new media outlets In addition to expected entries covering the basics of theories and methods traditionally used in communication research other entries discuss important trends influencing the future of that research including contemporary practical issues students will face in communication professions the influences of globalization on research use of new recording technologies in fieldwork and the challenges and opportunities related to studying online multi media environments Email texting cellphone video and blogging are shown not only as topics of research but also as means of collecting and analyzing data Still other entries delve into considerations of accountability copyright confidentiality data ownership and security privacy and other aspects of conducting an ethical research program Features 652 signed entries are contained in an authoritative work spanning four volumes available in choice of electronic or print formats Although organized A to Z front matter includes a Reader s Guide grouping entries thematically to help students interested in a specific aspect of communication research to more easily locate directly related entries Back matter includes a Chronology of the development of the field of communication research a Resource Guide to classic books journals and associations a Glossary introducing the terminology of the field and a detailed Index Entries conclude with References Further Readings and Cross References to related entries to guide students further in their research journeys The Index Reader s Guide themes and Cross References combine to provide robust search and browse in the e version

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

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Table of Contents Personnel Selection Tests And Measurement Techniques

1. Understanding the eBook Personnel Selection Tests And Measurement Techniques
 - The Rise of Digital Reading Personnel Selection Tests And Measurement Techniques
 - Advantages of eBooks Over Traditional Books
2. Identifying Personnel Selection Tests And Measurement Techniques
 - 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 Selection Tests And Measurement Techniques
 - User-Friendly Interface
4. Exploring eBook Recommendations from Personnel Selection Tests And Measurement Techniques
 - Personalized Recommendations
 - Personnel Selection Tests And Measurement Techniques User Reviews and Ratings
 - Personnel Selection Tests And Measurement Techniques and Bestseller Lists
5. Accessing Personnel Selection Tests And Measurement Techniques Free and Paid eBooks

- Personnel Selection Tests And Measurement Techniques Public Domain eBooks
- Personnel Selection Tests And Measurement Techniques eBook Subscription Services
- Personnel Selection Tests And Measurement Techniques Budget-Friendly Options
- 6. Navigating Personnel Selection Tests And Measurement Techniques eBook Formats
 - ePub, PDF, MOBI, and More
 - Personnel Selection Tests And Measurement Techniques Compatibility with Devices
 - Personnel Selection Tests And Measurement Techniques Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Personnel Selection Tests And Measurement Techniques
 - Highlighting and Note-Taking Personnel Selection Tests And Measurement Techniques
 - Interactive Elements Personnel Selection Tests And Measurement Techniques
- 8. Staying Engaged with Personnel Selection Tests And Measurement Techniques
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Personnel Selection Tests And Measurement Techniques
- 9. Balancing eBooks and Physical Books Personnel Selection Tests And Measurement Techniques
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Personnel Selection Tests And Measurement Techniques
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Personnel Selection Tests And Measurement Techniques
 - Setting Reading Goals Personnel Selection Tests And Measurement Techniques
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Personnel Selection Tests And Measurement Techniques
 - Fact-Checking eBook Content of Personnel Selection Tests And Measurement Techniques
 - 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

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