

SELECTION



Personal Selection And Productivity

Neal Schmitt



Personal Selection And Productivity:

Personnel Selection and Productivity Mark Cook, 1993 Covering the latest developments in the field this revised and updated study discusses structured interviewing the role of general mental ability in selection the validity of personality tests and the criteria of work performance

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 *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 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 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 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 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 *Improving Personnel Selection Through New Approaches to Classification* Robert G. Pajer,1981

The ^AOxford Handbook of Personnel Assessment and Selection Neal Schmitt,2013-12-15 The Oxford Handbook of Personnel Assessment and Selection distills the science and practice of employee selection Now in paperback this volume includes essential information about the validation process individual difference constructs and measures and performance outcomes and measures and will be a comprehensive and authoritative reference and training tool in the field

A Bipolar Neutrosophic Multi Criteria Decision Making Framework for Professional Selection Mohamed Abdel-Basset,Abduallah Gamal,Le Hoang Son,Florentin Smarandache, In this paper we propose a new hybrid neutrosophic multi criteria decision making MCDM framework that employs a collection of neutrosophic analytical network process ANP and order preference by similarity to ideal solution TOPSIS under bipolar neutrosophic numbers The MCDM framework is applied for chief executive officer CEO selection in a case study at the Elsewedy Electric Group Egypt The proposed approach allows us to assemble individual evaluations of the decision makers and therefore perform accurate personnel selection The outcomes of the proposed method are compared with those of the related works such as weight sum model WSM weight product model WPM analytical hierarchy process AHP multi objective optimization based on simple ratio analysis MOORA and ANP methods to prove and validate the results

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