

THE PROFESSIONAL PRACTICE SERIES

Managing Selection in Changing Organizations



HUMAN RESOURCE
STRATEGIES

JERARD F. KEHOE
EDITOR

Managing Selection In Changing Organizations Human Resource Strategies

Hal Gueutal, Dianna L. Stone



Managing Selection In Changing Organizations Human Resource Strategies:

Managing Selection in Changing Organizations Jerard 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 **Managing Human Resources** Susan E. Jackson, Randall S. Schuler, Steve Werner, 2017 This twelfth edition is the first to be published by Oxford University Press. Eleven editions were previously published by Cengage Learning **Practical Resources for Recruiting Minorities for Chief Executive Officers at Public Transportation Agencies**, 2011 TRB's Transit Cooperative Research Program TCRP Report 148. *Practical Resources for Recruiting Minorities for Chief Executive Officers at Public Transportation Agencies* provides strategies to recruit minorities for chief executive officer (CEO) positions and offers resources to assist governing boards of public transportation agencies in the recruitment of minority CEOs. The report also assesses the transit industry's recruitment processes for CEOs and provides a case for diversity that documents the benefits of minorities in public transportation leadership positions. The report also describes strategies for retaining CEOs at public transportation agencies. **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. *Organizational Change Management Strategies in Modern Business* Goksoy, Asli, 2015-10-30 Scholars agree that change has become a staple in organizational life and will likely remain as such beyond the 21st century. As the rate of change continues to accelerate, organizations must strive to develop and implement new initiatives in order to obtain significant benefits to

organizational survival economic viability and human satisfaction Organizational Change Management Strategies in Modern Business covers the most important elements of change management as well as the difficulties and challenges that organizations have faced when implementing change In sampling different disciplines relevant to topics such as resistance to change mergers and acquisitions management leadership the role of human resource strategies and culture this reference work is a useful resource for academics professionals managers administrators and others interested in organizational change

Reinventing Human Resource Management Ronald J. Burke, Cary L. Cooper, 2005 The authors of this text review the most current thinking on HR initiatives associated with current organisational performance and investigate how the field will need to mobilise in new ways to meet the demands of the future

The Brave New World of eHR Hal Gueutal, Dianna L. Stone, 2015-02-27 The Brave New World of eHR is an important resource filled with the most current information and practical advice on eHR for human resource professionals and industrial and organizational psychologists Written by an expert group of scholars practitioners and subject matter experts this book offers an overview of the major technological trends in eHR and shows how to use technology to enhance organizational effectiveness Comprehensive in scope the book includes information on a wide variety of topics and Reviews the transformation of human resources from manual processes to sophisticated CRM and ERP systems Examines the effectiveness of online strategies for attracting talent Offers valuable guidelines that can help organizations design deliver implement and sustain e selection systems Includes a review of the recent research on the effectiveness of distance learning in educational and organizational settings Analyzes the potential advantages and disadvantages of using eHR to manage employee performance Shows how technology supports the administration of compensation systems Outlines recent trends in delivering HR products and services Considers the functional and dysfunctional consequences of using eHR to attract select and manage the performance of employees in organizations Presents a fascinating and futuristic look at HR and technology for decades to come

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

Reinventing HRM Ronald J. Burke, Cary L. Cooper, 2006-08-21 The human resources HR field is in a time of format and self reflection This significant text directly addresses the reasons why human resource management has not received its due It asks What can be done about this Why is it critical to continued organizational performance and innovation What are its benefits The authors review the most current thinking on HR initiatives associated with organizational performance and investigate how the field will need to mobilize in new ways to meet the demand of this period of time With contributions from key thinkers this is one of the most important books on HRM available

A Closer Examination of Applicant Faking Behavior Richard L.

Griffith, Mitchell H. Peterson, 2006-05-01 The faking of personality tests in a selection context has been perceived as somewhat of a nuisance variable and largely ignored or glossed over by the academic literature. Instead of examining the phenomenon, many researchers have ignored its existence or trivialized the impact of faking on personality measurement. The present volume is a much needed, timely corrective to this attitude. In a wide range of chapters representing different philosophical and empirical approaches, the assembled authors demonstrate the courage to tackle this important and difficult topic head on as it deserves to be. The writers of these chapters identify two critical concerns with faking. First, if people fake their responses to personality tests, the resulting scores and the inferences drawn from them might become invalid. For example, people who fake their responses by describing themselves as diligent and prompt might earn better conscientiousness scores and therefore be hired for jobs requiring this trait that in fact they might not perform satisfactorily. Second, the dishonesty of the faker might itself be a problem separate from its effect on a particular score. Someone who lies on a pre-employment test might also lie about the hours he or she works or how much cash is in the till at the end of the shift. Worse, these two problems might exacerbate each other: a dishonest applicant might get higher scores on the traits the employer desires through his or her lying, whereas the compulsively honest applicant might get low scores as an ironic penalty for being honest. Outcomes like these harm employers and applicants alike. The more one delves into the complexities of faking, as the authors of the chapters in this volume do so thoroughly and so well, the more one will recognize that this seemingly specialized topic ties directly to more general issues in psychology. One of these is test validity. The bottom line question about any test score faked or not is whether it will predict the behaviors and outcomes that it is designed to predict. As Johnson and Hogan point out in their chapter, the behavior of someone faking a test is a subset of the behavior of the person in his or her entire life, and the critical research question concerns the degree to which and manner in which behavior in one domain generalizes to behavior in other domains. This observation illuminates the fact that the topic of faking is also a key part of understanding the relationship between personality and behavior. The central goal of theoretical psychology is to understand why people do the things they do. The central goal of applied psychology is to predict what someone will do in the future. Both of these goals come together in the study of applicant faking.

The Enigmatic Realm of **Managing Selection In Changing Organizations Human Resource Strategies**: Unleashing the Language is Inner Magic

In a fast-paced digital era where connections and knowledge intertwine, the enigmatic realm of language reveals its inherent magic. Its capacity to stir emotions, ignite contemplation, and catalyze profound transformations is nothing short of extraordinary. Within the captivating pages of **Managing Selection In Changing Organizations Human Resource Strategies** a literary masterpiece penned by way of a renowned author, readers set about a transformative journey, unlocking the secrets and untapped potential embedded within each word. In this evaluation, we shall explore the book is core themes, assess its distinct writing style, and delve into its lasting effect on the hearts and minds of those who partake in its reading experience.

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