Preemployment Honesty Testing

Current Research and Future Directions

edited by John W. Jones

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Jack Jones

Preemployment Honesty Testing Current Research And Future Directions:

   Preemployment Honesty Testing Jack Jones,1991-03-22 Before the passage of the Employee Polygraph Protection Act of 1988 thousands of companies used polygraph examinations to assess job applicants predisposition to engage in dishonest activities Despite the virtual outlawing of this procedure screening alternatives are still needed in business In this work Dr John Jones presents the current research on honesty or integrity tests providing a thorough discussion of the available alternatives as well as a summary of the Model Guidelines to be used for honesty testing programs The book covers the history of honesty testing the current state of the art research and assessments of future trends and applications The work is divided into four separate sections The first four chapters chronicle the 40 year history of integrity testing summarize how companies attempt to control employee theft and review research showing that the use of honesty tests yields a meaningful return on investment The second section focuses on current research trends Among the topics discussed are the psychometric properties of a leading integrity test the theoretical foundation for overt honesty tests the accuracy of tests and ways to reduce classification errors applicants reactions to tests and the organizational climate of honesty The five chapters in section three cover future directions in preemployment testing including discussions of tests designed to predict productivity turnover drug use violence and accidents The final section provides practical information for companies seeking to implement integrity testing such as integrating tests into the selection process and maintaining applicants privacy rights This work will be a useful reference for professionals in the fields of security management human resources and organizational behavior and for courses in business management as well as a valuable addition to both public and academic libraries   *How Honesty Testing Works* Michael H. Capps,John Miner,1996-10-21 With the demise of the polygraph following the passage of the Employee Polygraph Protection Act honesty testing has come to be seen as an alternative approach But it has become the subject of considerable controversy some legal enactments a barrage of union opposition and a great deal of employer interest Miner and Capps provide an understanding and the tools necessary to help human resource managers make decisions regarding the use of honesty testing Generic types of testing instruments are assessed the writing is straightforward with all statistical and mathematical concepts presented with sufficient detailed explanation for those without technical training The employers need to protect their organizations and reduce the potential for theft and white collar crime versus the individual s right to privacy are polarized issues in discussing the use of honesty testing The authors deal with the restrictions imposed by the Civil Rights Acts of 1964 and 1991 and show that certain features of test scoring were directly influenced by legal considerations The authors then extend the discussion to the Americans with Disabilities Act and how this enactment affects honesty testing   **Preemployment Honesty Testing** John Walter Jones,1991-03-22 Before the passage of the Employee Polygraph Protection Act of 1988 thousands of companies used polygraph examinations to assess job applicants predisposition to engage in dishonest activities Despite the virtual outlawing of this procedure

screening alternatives are still needed in business In this work Dr John Jones presents the current research on honesty or integrity tests providing a thorough discussion of the available alternatives as well as a summary of the Model Guidelines to be used for honesty testing programs The book covers the history of honesty testing the current state of the art research and assessments of future trends and applications The work is divided into four separate sections The first four chapters chronicle the 40 year history of integrity testing summarize how companies attempt to control employee theft and review research showing that the use of honesty tests yields a meaningful return on investment The second section focuses on current research trends Among the topics discussed are the psychometric properties of a leading integrity test the theoretical foundation for overt honesty tests the accuracy of tests and ways to reduce classification errors applicants reactions to tests and the organizational climate of honesty The five chapters in section three cover future directions in preemployment testing including discussions of tests designed to predict productivity turnover drug use violence and accidents The final section provides practical information for companies seeking to implement integrity testing such as integrating tests into the selection process and maintaining applicants privacy rights This work will be a useful reference for professionals in the fields of security management human resources and organizational behavior and for courses in business management as well as a valuable addition to both public and academic libraries **Kontraproduktives Verhalten im Betrieb** Bernd Marcus,2000 **Handbook of Tests and Measurement in Education and the Social Sciences** Paula E. Lester,Deborah Inman,Lloyd K. Bishop,2014-12-05 The Handbook is intended for all researchers in education and the social sciences undergraduate students to advanced doctoral students and research faculty Part I provides an introduction to basic quantitative research methods including analysis and interpretation of statistical tests associated with each method Examples of qualitative designs and mixed methods research are also included A chapter on measurement techniques in education and the social science is provided Part II of the Handbook includes over a 130 instruments organized under 40 topics extracted from the research literature Each instrument is discussed in detail concerning its measurement characteristics used in its development A section also includes Instruments Available through Commercial Organizations which provide the latest sources for teacher and principal evaluation New to This Edition Enhanced chapters concerning Quantitative research methods with analysis and interpretation of research data appropriate to each statistical test Detailed chapter of measurement procedures used in instrumentation development including the appropriate application of reliability and validity tests item analysis and factor analysis with analysis and interpretation of research data Introduction to Qualitative research design and appropriate methods and the application of mixed methods in research design Expanded section of actual research instruments available for measurement purposes in education and social science research Enhanced section including Instruments Available through Commercial Organizations This provides the latest sources for teacher and principal evaluation **Personality Assessment in Police Psychology** Peter A. Weiss,2010 In recent years

personality assessment by professional psychologists has taken on an increasingly important role in the field of police work Most importantly personality assessment instruments have been utilized in the pre employment psychological screening of police officer candidates This psychological screening takes place at the end of the hiring process to ensure that candidates do not have personality characteristics or existing psychopathology that would interfere with their job performance Personality assessment is also used for other applications in police psychology These applications include fitness for duty evaluations FFDEs and second opinion evaluations of officers who challenge hiring decisions Moreover police psychologists are involved in a considerable amount of research in order to determine which tests and scales are most appropriate for evaluations The present volume is divided into four parts to cover the relevant issues in personality assessment for police work Part I provides an introduction and the basic principles of personality assessment in police psychology Part II focuses on the major assessment instruments used in police psychology These include the MMPI 2 the Personality Assessment Inventory PAI the Inwald Personality Inventory IPI and Hilson Tests the M PULSE Inventory pre offer integrity instruments and the Rorschach Comprehensive System Part III examines multiple issues in personality assessment research in the field of police psychology Part IV covers applications of personality assessment in police psychology These applications include pre employment evaluations fitness for duty evaluations conditional second opinion psychological evaluations of candidates using multiple sources of information when conducting mandatory or required evaluations and the politics of personality assessment in police agencies This unique and comprehensive text is designed for psychologists who are actively working in the field of law enforcement including psychologists in both applied and research academic settings **The Contextual Character of Moral Integrity** Dita Šamánková,Marek Preiss,Tereza Příhodová,2018-06-12 This book discusses outcomes of a study by the National Institute of Mental Health Czech Republic examining moral integrity in the post communist Czech speaking environment Chapters map the history of the Euro Atlantic ethical disciplines from moral philosophy and psychology to evolutionary neuroscience and socio biology The authors emphasize the biological and social conditionality of ethics and call for greater differentiation of both research and applied psychological standards in today s globalised world Using a non European ethical system Theravada Buddhism as a case study the authors explore the differences in English and Czech interpretations of the religion They analyse cognitive styles and language as central variables in formatting and interpreting moral values with important consequences for cultural transferability of psychological instruments This book will appeal to academics and other specialists in psychology psychiatry sociology and related fields as well as to readers interested in the psychology of ethics *Antisocial Behavior in Organizations* Robert A. Giacalone,Jerald Greenberg,1997 This intriguing new volume provides an understanding of the various forms of antisocial behavior in the workplace and how they can be identified and managed if not prevented altogether Antisocial Behavior in Organizations includes analysis of the role of frustration in antisocial behavior and discusses issues such as employee revenge aggression lying theft and sabotage

Whistle blowing litigation and claiming are also explored as types of behavior that may be considered antisocial even though their stated goal is perhaps prosocial The book concludes by making connections between antisocial behavior and organizational climate addressing the need for modification in the workplace to reduce antisocial behavior Academics students and practitioners in the fields of management industrial organizational psychology sociology social psychology legal studies and criminal justice will appreciate this collection of original essays written by well respected experts

Comprehensive Handbook of Psychological Assessment, Volume 4 Jay C. Thomas,2003-09-18 In one volume the leading researchers in industrial organizational assessment interpret the range of issues related to industrial organizational tests including test development and psychometrics clinical applications ethical and legal concerns use with diverse populations computerization and the latest research Clinicians and researchers who use these instruments will find this volume invaluable as it contains the most comprehensive and up to date information available on this important aspect of practice

The Costs of Privacy Steven L. Nock, Americans now enjoy vastly more privacy than in the past But privacy makes it difficult to know much about other people more privacy means more strangers The Costs of Privacy begins with these questions How in an anonymous society of strangers is trust possible What enables both individuals and institutional actors to trust others whom they have never met and do not know Nock suggests an answer that surveillance establishes reputations and it is these which permit us to trust strangers Simply put actors are willing to trust those whose reputations justify that trust Not only does surveillance establish reputations but it also maintains them among strangers Nock defines such surveillance functionally as overt and conspicuous forms of credentials e g credit cards educational degrees drivers licenses and or ordeals e g lie detector tests drug tests integrity tests He shows that the use of credentials and ordeals over time is correlated with the number of strangers in our society Anonymity then is one of the costs of greater personal privacy surveillance is another offsetting cost Older methods of surveillance have long been staples of our society The concluding chapter focuses on newer methods of surveillance those which can record genetic and biochemical information about people Unlike traditional bases of reputation genetic information makes it possible to predict future physical illnesses mental health problems and various types of behavior These new forms of surveillance may seem attractive because they make it possible for actors to enter into risky relationships with many more people i e trust them without ever getting to know them In so doing we may be altering the nature of our public life And that argues Nock may be the greatest cost of privacy   Sabotage - die bewusste und absichtliche Schädigung von Organisationen durch ihre Mitarbeiter Dirk Berndsen,1997 Ein Gesch ftsf hrer der bei seinem Abgang f r den Konkurs des bisherigen Arbeitgebers sorgt Computerexperten die Zahlungen auf eigene Konten umleiten oder Viren in Datentr ger einschleusen Industriearbeiter die einzelne Handgriffe unterlassen oder bewu t fehlerhaft ausf hren und so reichlich Ausschu und St rf lle produzieren all dies sind dem Autor geschilderte Beispiele f r ein weit verbreitetes aber bisher nur selten wissenschaftlich untersuchtes Ph nomen das h ufig mit dem Begriff der Sabotage

umrissen wird Diese organisationspsychologische Untersuchung nimmt ausgehend von einer begrifflichen Klarstellung eine umfassende Aufarbeitung der existierenden und bertragbaren Forschung zur Erkl rung solcher Handlungsweisen vor und erforscht deren Hintergr nde durch Interviews mit T tern Auf Basis der gewonnenen Erkenntnisse werden betriebliche Pr ventionschancen analysiert   *Encounters With the Paranormal* Kendrick Frazier,1998-04 No Marketing Blurb

   Comprehensive Handbook of Psychological Assessment: Industrial and organizational assessment Michel Hersen,2004 In one volume the leading researchers in industrial organizational assessment interpret the range of issues related to industrial organizational tests including test development and psychometrics clinical applications ethical and legal concerns use with diverse populations computerization and the latest research Clinicians and researchers who use these instruments will find this volume invaluable as it contains the most comprehensive and up to date information available on this important aspect of practice   Psychological Testing Thomas P. Hogan,2003 Tom Hogan s Psychological Testing A Practical Introduction emphasizes active learning strategies to provide a practical introduction to the field of testing in psychology and allied disciplines A rigorous yet accessible text Psychological Testing is uniquely written as a learning device as opposed to a reference work encouraging students to apply the material they are learning to real life contemporary situations Part I covers the basic concepts of psychological testing while Part II provides an introduction to the major categories of psychological tests For each category a chapter outlines the major conceptual and procedural approaches and gives examples of tests in the category   *The Journal of Human Resources* ,1992 A general journal of political science   **Personnel and Human Resource Management** Randall S. Schuler,Vandra L. Huber,1993 Includes Appendix Name Index Subject Index   Talking Sociology Gary Alan Fine,David Shulman,2003 Talking Sociology examines controversial social issues from libertarian conservative and social democratic points of view demonstrating the philosophical basis of social life   **The Changing Nature of Work** Ann Howard,1995-07-21 Not since the Industrial Revolution has the world experienced such a vast transformation in the nature of work as is now in progress The winds of change are buffeting the terms and conditions of work its content and its context The rapidity and discontinuity of these changes produce discomfort and anxiety among employees and unprecedented challenges to the leadership of organizations What will the future hold as information technology global competition and the quest for efficiency and flexibility rapidly displace jobs and workers and how can human resource scientists and professionals anticipate what lies ahead and generate better understanding of emerging work behavior The Changing Nature of Work envisions the future nature of work its effect on workers and organizations and the expanded knowledge that will be needed to optimize its returns The book examines critical post industrial transformations in work workers and the experience of working and assesses the implications of those changes It investigates what is driving change at work what is constraining it and where work is headed as governments societies and work organizations respond to its revolutionary thrust Demonstrating that most knowledge of work life is rooted in jobs organizations and workers of the

past Ann Howard and her contributors call for rethinking the psychology of work In fourteen original chapters leading authorities within and outside industrial and organizational psychology including job design personnel selection training teamwork organizational commitment careers leadership performance appraisal political and labor economics sociology and information technology question test revise and expand the current body of knowledge about work behavior The authors explore the human side of the changing nature of work in both service and manufacturing settings and provide new directions for the work and workers of tomorrow They probe the challenges **Recruitment and Selection in Canada** Victor M. Catano,2001 Recruitment and Selection in Canada is designed to meet the needs of both students and practitioners working in human resources or personnel psychology and provides an up to date review of the current issues and methodologies that are used in recruiting and selecting employees for Canadian organizations *Fair Employment Strategies in Human Resource Management* Richard S. Barrett,1996-10-21 This work presents procedures to select job applicants and predict their success It aims to help executives reduce adverse impacts on minorities women disabled and older workers while providing them with the means to develop evaluate and participate in the litigation of employee selection

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