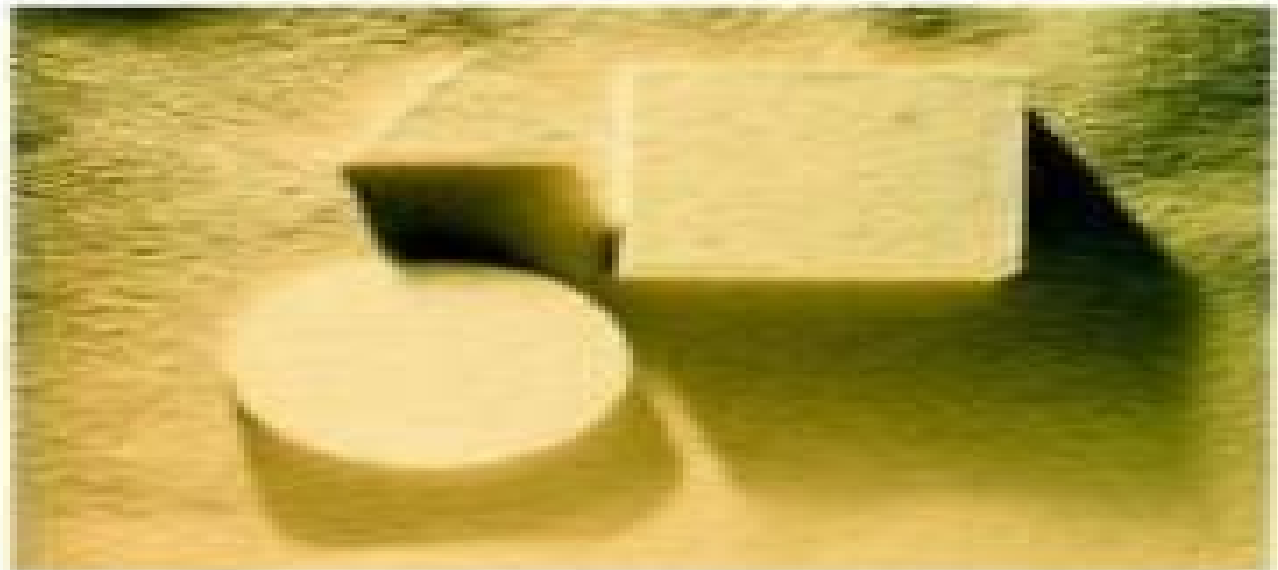


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# **Personnel Selection**

## A Theoretical Approach



Foundations for  
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# Personnel Selection A Theoretical Approach

**Jürgen Deters**



## **Personnel Selection A Theoretical Approach:**

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 **Personalauswahl I**

Arnulf Weuster, 2012-03-13 Der Erfolg und die weitere Entwicklung eines Unternehmens oder einer Organisation h ngen entscheidend von den Mitarbeitern ab Daher ist die valide und effiziente Personalauswahl eine wichtige strategische Ma nahme zur Sicherung und Steigerung der Mitarbeiterqualit t Die vorliegende dritte gr ndlich bearbeitete und vollst ndig aktualisierte Auflage bietet auf Basis des aktuellen internationalen Forschungsstandes einen einzigartigen Einblick in Instrumente und Praxis der erfolgreichen Personalauswahl Der vorliegende Band I konzentriert sich auf die Grundlagen der Personalauswahl die Bewerbersuche Anforderungsprofile Vorauswahl Vorstellungsgespr ch und die gezielte Nutzung von Referenzen Eine umfassende Fragendatenbank dient dem direkten Praxistransfer Band II widmet sich aktuellen internationalen Forschungsergebnissen zum Verhalten und zu Merkmalen von Interviewern und Bewerbern Beide methodisch durchg ngig auf hochwertige Untersuchungen gest tzte Standardwerke richten sich insbesondere an Fach und F hrungskr ften wie Personalleiter Personalreferenten und Vorgesetzte Auch Studierende erhalten wertvolle Informationen und unentbehrliches Methodenwissen **Organisationspsychologie - Grundlagen und Personalpsychologie** Heinz

Schuler, 2004-06-04 Der erste Teil dieses Bandes besch ftigt sich einf hrend mit dem Gegenstand der Geschichte den neueren Entwicklungen und den Methoden der Organisationspsychologie Der zweite umfangreiche Teil behandelt verschiedene Themen aus dem Bereich der Personalpsychologie z B Berufswahl Handeln in Organisationen Berufliche Eignung und Personalauswahl Motivation zu Arbeit und Leistung Sozialisation und berufliche Entwicklung Emotionen in Organisationen Personalentwicklung Lernen in Organisationen Leistung und Leistungsfr derung Beurteilung beruflicher Leistung und Ausgliederung aus dem Arbeitsleben **Trends in der internationalen Personalauswahl** Diana E. Krause, 2010-11-19 Die gegenw rtige Ist Situation des Personalmanagements ist durch Wandel gekennzeichnet Nach wie vor ist in diesem

Zusammenhang das Thema der Globalisierung der M rkte in aller Munde Eine Herausforderung die sich damit verbindet besteht in der Auswahl von Personal im internationalen Kontext So haben personalverantwortliche heute beispielsweise dem Bedarf nach solchen HR Systemen Rechnung zu tragen die in verschiedenen L ndern Anwendung finden k nnen dabei aber gleichzeitig den spezifischen Gegebenheiten in einem bestimmten Land oder einer bestimmten Kultur gerecht werden Dieser Band wendet sich den Problemfeldern der Personalauswahl im internationalen Kontext zu und erg nzt diese um praxisnahe L sungsans tze Dazu beschreibt der Band verschiedene Einflussfaktoren auf die Personalauswahl im internationalen Kontext vergleicht die Anwendung von Personalauswahlverfahren z B Interviews Testverfahren Assessment Center in verschiedenen L ndern setzt sich mit Aspekten der Fairness und Akzeptanz der angewandten Verfahren der Personalauswahl in unterschiedlichen kulturellen Kontexten auseinander und verdeutlicht die konkreten Vorgehensweisen bei der Entwicklung und Implementierung internationaler Personalauswahlssysteme Dieser Band erm glicht Personalmanagern F hrungskr ften und Beratern einen kompakten berblick ber die konzeptionellen Grundlagen Anwendungsbereiche sowie Ma nahmen der Perso nalauswahl im internationalen Rahmen sowie die Reflexion eigener Vorgehensweisen auf der Basis des neuesten Kenntnisstands

**Personalauswahl** Arnulf Weuster, 2013-04-17 Der Erfolg und das berleben eines Unternehmens oder einer Organisation h ngen oft entscheidend von der Mitarbeiterqualit t ab Daher ist eine valide Personalauswahl eine wichtige strategische Ma nahme zur Sicherung und Steigerung der Mitarbeiterqualit t Dieses Buch beschreibt auf Basis des aktuellen Forschungsstandes erfolgreiche Instrumente der Personalauswahl und tr gt auf diese Weise zur schrittweisen Verbesserung einer effizienten Auswahl bei Studenten und Hochschulabsolventen erhalten wertvolle Informationen sowie einen berblick ber methodische Grundlagen

Handbook of Psychology, Industrial and Organizational Psychology Irving B. Weiner, Neal W. Schmitt, Scott Highhouse, 2012-10-10 Psychology is of interest to academics from many fields as well as to the thousands of academic and clinical psychologists and general public who can t help but be interested in learning more about why humans think and behave as they do This award winning twelve volume reference covers every aspect of the ever fascinating discipline of psychology and represents the most current knowledge in the field This ten year revision now covers discoveries based in neuroscience clinical psychology s new interest in evidence based practice and mindfulness and new findings in social developmental and forensic psychology

**Personnel Selection in Organizations** Neal Schmitt, Walter C. Borman, 1992-11-27 Unprecedented advances in the scientific study of personnel selection have given researchers and practitioners new ideas and tools to achieve greater success in measuring and linking skills knowledge and abilities to job performance requirements Personnel Selection in Organizations is a timely presentation of emerging issues in research and practice providing new and exciting perspectives on the theoretical empirical and societal changes that will affect the study and practice of virtually every personnel selection topic The careful analysis of current procedures and practices joined with an insightful identification of areas where ongoing research is needed will be a valuable resource for all those interested in

the continuing development of the field In sixteen original chapters leading experts highlight the personnel selection issues that will receive increasing attention in the years ahead The authors thoughtfully explore key subjects in this rapidly changing field including job analysis criterion development biographical and personality measures the concept of validity the changing demographics of the work population the decline of the manufacturing economy and the development of small organizations They examine specific topics such as recruitment and retention structured versus unstructured interviews the ethics and effectiveness of computerized psychological testing perceptions of selection fairness productivity turnover and absenteeism They also cover broader less traditional concerns including downsizing and retirement selection and staffing as a corporate strategy promoting job and life satisfaction organizational citizenship and commitment *Personalauswahl in Unternehmensberatungen* Tobias Plate, 2008-08-06 Tobias Plate analysiert empirisch Konzepte zur Optimierung der Personalauswahl von Unternehmensberatern und zeigt Möglichkeiten der monetären Bewertung dieser Optimierungsansätze auf Dadurch können die Personalverantwortlichen ihrem von ökonomischen Kennziffern beherrschten Managementumfeld besser gerecht werden **Analytics and Intuition in the Process of Selecting Talent** Jürgen Deters, 2022-11-07 Human decisions especially in management and personnel selection are based on making judgments about people analytically and intuitively Yet in business and scientific contexts judgments are expected to be based on a rational analysis rather than intuitions or emotions Intuition is often seen as something mystical that should not be trusted and thus eliminated from human decision making Our empirical and theoretical research shows that this is impossible when people are dealing with people Instead intuitions and emotions have significant power in the decision making process Neuroscience even shows that humans are incapable of switching off their emotions or intuitions when making decisions Therefore intuition and emotions as evolutionary achievements of human beings should be looked at more closely to use the wisdom they offer This book provides an insight into the current state of research on rational analytical procedures in personnel selection and complements this with research on intuitions and emotions in personnel diagnostics By integrating scientifically verifiable rational analytical decision making procedures with the inner experiential knowledge of people this book bridges two complementary ways of recognizing and making good decisions It demonstrates how intuitions are developed and used in different fields of practice and cultures and how scientific research results from rational analytical and intuitive emotional selection procedures are successfully integrated by practitioners **Personalauswahl II** Arnulf Weuster, 2012-04-05 Zu den Themen Recruiting und Personalauswahl liegt eine Vielzahl von Studien vor überwiegend aus der angelsächsischen insbesondere US-amerikanischen Forschung Die Auswahl der Kandidaten in der Praxis ist meist das Resultat einer Kombination von Entscheidungsregeln Bewerbern und situativen Kontextfaktoren Welche Erkenntnisse lassen sich aus dem aktuellen wissenschaftlichen Diskurs zum Verhalten und den Merkmalen von Interviewern und Bewerbern gewinnen Welche neuen Erkenntnisse existieren zur Auswahl und Interviewgestaltung Diesen wichtigen Fragestellungen geht Band 2 dieses

Grundlagenwerks zur Personalauswahl nach Er f hrt den State of the art der international relevanten Forschung des ersten Bandes Personalauswahl I fort der sich mit Anforderungsprofil Bewerber such e Vorauswahl Vorstellungsgespr ch und Referenzen besch ftigt

**Two Schools of Management Theory in Broadcast Station Management** Lutendo Nendauni, 2016-12-19 Essay from the year 2014 in the subject Communications Media History University of Venda course Media studies language English abstract This paper defines and explores the various theoretical approaches that were used in the major schools of management thoughts paying special attention to the classical school of thought as well as the modern school of thought This paper then explores how these approaches can be used to manage broadcast media Management science is seen as one of the applied sciences that would serve managers in a similar way as the physical sciences serve engineers This essay seeks to critically discuss the various theoretical approaches pertinent to broadcast station management by gauging major schools of thought that dominated early management science These two major early theoretical schools in management are the classical school and the behavioural school This essay looks at both models the existing literature on them and their similarities and differences

**Individual Differences and Development in Organisations** Michael Pearn, 2002-12-30 Developing the talents of everyone comprising an organization is critical to sustainable organizational effectiveness This handbook provides a unique and authoritative review of relevant research theoretical developments and best practices in the management of individual development Drawing on the expertise of renowned specialists and practitioners this book serves as a practical resource for the guidance and support of those whose role it is to assist the professional development of workers

Employee Recruitment, Selection, and Assessment Ioannis Nikolaou, Janneke K. Oostrom, 2015-04-17 Personnel selection is changing Whilst traditional face to face interviews are still common the range of assessment processes that inform the selection of candidates is increasingly diverse taking advantage not only of new technologies but also using new methods and strategies such as assessment centres and personality testing This new collection looks at the most important contemporary issues in recruitment selection and assessment today highlighting the latest research from the perspective of both recruiter and applicant The book is written by an international range of prominent scholars in this area and provides up to date analysis of key topic areas including How measurements of intelligence can impact on recruitment policies The use and value of personality tests An analysis of social interaction in the interview process The value and impact of video resumes in recruitment How social networks affect how applicants are perceived Job analysis and competencies modelling Part of the Current Issues in Work Organizational Psychology series this is an important book that shines a light on the latest theory and practice in employee recruitment It will interest not only students and researchers of Organizational Psychology HRM and Business and Management but will also engage professionals in the field

*Handbook of Employee Selection* James L. Farr, Nancy T. Tippins, 2013-09-13 The Handbook of Employee Selection summarizes the state of science and practice in the field of employee selection Chapters in this book

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 Ethical and legal concerns are dealt with in another set of chapters and highlight the concerns of the employer as well as the test taker and the psychologist responsible for the testing program Final sections of the book include chapters that focus on testing for certain types of jobs e g blue collar jobs supervisory jobs and describe important milestones in the development of selection programs

**American Book Publishing Record Cumulative 1998** R R Bowker Publishing,1999-03

**Psychology Applied to Work** ,2003

**The Theory and Practice of Systematic Personnel Selection** Ivan Robertson, Mike Smith,1993-06-08 Sometimes called the Bible of Personnel Selection the first edition of this book established a leading position in its field This new edition while maintaining the original structure and stringent academic standard has been thoroughly updated and revised to include new sections on ethical issues meta analysis feedback and candidates reactions to recruitment media

**Choice** ,2001

*A Systemic-Structural Theory of Activity* Gregory Z. Bedny, Waldemar Karwowski,2007 This book addresses the wide audience of psychologists working in fields such as industrial organizational experimental and cognitive psychology It can also be of use to human factors ergonomics professionals computer science specialists and other professionals who study human work activity and education

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## **Table of Contents Personnel Selection A Theoretical Approach**

1. Understanding the eBook Personnel Selection A Theoretical Approach
  - The Rise of Digital Reading Personnel Selection A Theoretical Approach
  - Advantages of eBooks Over Traditional Books
2. Identifying Personnel Selection A Theoretical Approach
  - 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 A Theoretical Approach
  - User-Friendly Interface
4. Exploring eBook Recommendations from Personnel Selection A Theoretical Approach
  - Personalized Recommendations
  - Personnel Selection A Theoretical Approach User Reviews and Ratings
  - Personnel Selection A Theoretical Approach and Bestseller Lists
5. Accessing Personnel Selection A Theoretical Approach Free and Paid eBooks
  - Personnel Selection A Theoretical Approach Public Domain eBooks
  - Personnel Selection A Theoretical Approach eBook Subscription Services
  - Personnel Selection A Theoretical Approach Budget-Friendly Options
6. Navigating Personnel Selection A Theoretical Approach eBook Formats
  - ePub, PDF, MOBI, and More
  - Personnel Selection A Theoretical Approach Compatibility with Devices
  - Personnel Selection A Theoretical Approach Enhanced eBook Features
7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Personnel Selection A Theoretical Approach
  - Highlighting and Note-Taking Personnel Selection A Theoretical Approach
  - Interactive Elements Personnel Selection A Theoretical Approach

8. Staying Engaged with Personnel Selection A Theoretical Approach
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Personnel Selection A Theoretical Approach
9. Balancing eBooks and Physical Books Personnel Selection A Theoretical Approach
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Personnel Selection A Theoretical Approach
10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
11. Cultivating a Reading Routine Personnel Selection A Theoretical Approach
  - Setting Reading Goals Personnel Selection A Theoretical Approach
  - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Personnel Selection A Theoretical Approach
  - Fact-Checking eBook Content of Personnel Selection A Theoretical Approach
  - 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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