

Personnel Psychology

Pieter Johan Diederik Drenth, Henk Thierry, Charles Johannes Wolff

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Personnel Psychology Pieter Johan Diederik Drenth, Henk Thierry, Charles Johannes Wolff, 1998 Volume three of a four volume set This second edition has been extensively rewritten and should be of interest to both practitioners and students of organizational psychology 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 berarbeitete und vollst ndig aktualisierte Auflage bietet auf Basis des aktuellen internationalen Forschungsstandes einen einzigartigen Einblick in Instrumente und Praxis der erfolgeichen 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 Personnel psychology ,1955

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issues constructs and research in personnel psychology The book is divided into six sections Individual Difference and Work Performance Personnel Selection Methodological Issues Training and Development Policies and Practices Future Challenges While the Handbook is primarily a review of current academic thinking and research in the area the contributors keep a strong focus on the lessons for HR practitioners and what lessons they can take from the cutting edge work presented Α Handbook of Work and Organizational Psychology Charles J. De Wolff, P. J. D. Drenth, Thierry Henk, 2013-05-13 Work Psychology the second volume of the Handbook of Work and Organizational Psychology concentrates on issues related to the direct relationship between the worker and the organization and on his or her task or function This could be termed the classical tradition of work psychology including human factors psychology and ergonomics This volume provides a comprehensive update on new issues and studies in this core area Subjects like safety occupational stress workload and absenteeism due to sickness are tackled Chapters discuss particular types of workers on whom psychologists have focused attention more recently the older worker the unemployed and the foreign worker Moving away somewhat from the micro world of the individual worker models of human economic behaviour and the development of social indicator systems are also Personnel Psychology and Human Resources Management Ivan T. Robertson, Cary L. Cooper, 2015-01-12 explored Part of a three volume set of books which are themed collections of reprinted articles from the International Review of Industrial and Organizational Psychology IRIOP from 1997 2001 Each volume provides collections around a topic area with new introductionswritten by the editors for each volume Written by leading scholarswith international reputations in their fields this authoritative collection provides a high quality review that will be aninvaluable resource for students researchers and practitioners Topic focussed best of collections on a specific themeconveniently incorporated into one book Ideal for graduate study dissertations projects seminars This volume covers key topics at the interface of human resourcemanagement HRM and Industrial Organizational Psychology Thechapters focus on the individual and are grouped into two sections Personnel Psychology covering topics such as personnel selection assessment 360 degree feedback assessment centres and cognitiveability testing and HRM which considers wider issues includinglearning strategies training absence turnover commitment and the psychological contract The SAGE Handbook of Industrial, Work & Organizational Psychology Deniz S Ones, Neil Anderson, Chockalingam Viswesvaran, Handan Kepir Sinangil, 2017-12-04 The first volume in The SAGE Handbook of Industrial Organizational and Work Psychology introduces key concepts in personnel and employee performance from cognitive ability and the psychological predictors used in assessments to employee and team values The editor and contributors present a clear overview of key research in the areas of behaviour change and how to assess individual job performance making Volume I indispensable for anyone working in or studying Human Resource Management Personal **Psychology for Life and Work** Rita K. Baltus, 1988 Handbook of Industrial, Work & Organizational Psychology Neil Anderson, 2001-12-20 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 A set of 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 methods and measurement

The SAGE Handbook of Industrial, Work & Organizational Psychology Deniz S Ones,Neil Anderson,Chockalingam Viswesvaran,Handan Kepir Sinangil,2018-01-30 The first volume in The SAGE Handbook of Industrial Organizational and Work Psychology introduces key concepts in personnel and employee performance from cognitive ability and the psychological predictors used in assessments to employee and team values The editor and contributors present a clear overview of key research in the areas of behaviour change and how to assess individual job performance making Volume I indispensable for anyone working in or studying Human Resource Management

Psychology Applied to Work Paul M. Muchinsky,1993 Noted in earlier editions for its careful balance between practice and science this new edition continues to demonstrate how psychological research contributes to an understanding of behavior in the workplace The book integrates the latest scientific findings and topics into its proven presentation to provide students with a comprehensive and interesting introduction to the field The author uses humor and an engaging first person style as he illustrates how psychological concepts and principles are applied to the world of work Muchinsky s hands on style gets students involved in research concepts and principles He consistently uses both personal and work environment examples and includes a variety of pedagogical devices to help students develop an understanding of both the practice and the science of the field Publisher's description

The Psychologists Theophile Stanley Krawiec, 1972

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