



# Personnel Selection

**James L. Farr, Nancy T. Tippins**



## **Personnel Selection:**

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 *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 **The Oxford Handbook of Personnel Assessment and Selection** Neal Schmitt, 2012-03-28 Employee selection has long stood at the practical forefront of industrial organizational psychology Today s social business and economic climates require ongoing adaptations by those who select organizations personnel and research on the topic helps gauge the impact of these adaptations and their implications for human performance and potential The Oxford Handbook of Personnel Assessment and Selection codifies the wealth of new research surrounding employee selection web based assessments social networking globalization of organizations situating them alongside more traditional practices to establish the best and most relevant research for both professionals and academics Comprising chapters from authors in both the private sector and academia this volume is organized into seven parts 1

historical and social context of the field of assessment and selection 2 research strategies 3 individual difference constructs that underlie effective performance 4 measures of predictor constructs 5 employee performance and outcome assessment 6 societal and organizational constraints on selection practice and 7 implementation and sustainability of selection systems While providing a comprehensive review of current research and practice the purpose of this handbook is to provide an up to date profile of each of the areas addressed and highlight current questions that deserve additional attention from researchers and practitioners This compendium is essential reading for industrial organizational psychologists and human resource managers

The Blackwell Handbook of Personnel Selection Arne Evers, Neil Anderson, Olga Smit-Voskuil, 2005-08-26 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 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

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

How to Develop Job-related Personnel Selection Procedures Robert G. Pajer, 1979

**Personnel Selection** Mark Cook, 2009-04-20 This text deals with psychological processes and methods for the assessment of personnel abilities and qualities and also with the social and organisational issues related to selection It includes coverage of personality and

intelligence test validity     Personnel Selection and Assessment Heinz Schuler, James L. Farr, J. Mike Smith, 1993 First Published in 1993 Routledge is an imprint of Taylor Francis an informa company     **Residential Child Care Staff Selection** Meredith Kiraly, 2016-05-06 Here s vital information on making the right recruitment choices getting the best staff and avoiding potential abusers More than a set of procedures good staff selection practice is about a set of principles that embody particular attitudes to the task If we achieve these basic principles we will go a long way towards eliminating selection errors and the risk of abuse that follows such errors Author Meredith Kiraly Residential Child Care Staff Selection Choose With Care draws upon international research and the experience of practitioners to help you improve your ability to recruit the best staff With a minimum of jargon this book covers the range of selection methods and advocates a consideredbut not cumbersomeapproach that uses more than one method of assessing skills It illustrates management techniques that reduce the likelihood of abuse and will show you how to avoid recruiting potentially abusive individuals Residential Child Care Staff Selection Choose With Care provides insightful background information examining the developmental needs of children issues in the care of children away from home abuse and pedophilia and legal and ethical issues Then the book discusses in more detail research findings which underpin key principles of good care and good staff selection and best practice in a range of recruitment and selection practices You ll also find a recruitment guide for all organizations that work with children and young people The recruitment guide thoroughly examines the challenges and pitfalls of the recruitment process and will help you identify those who are most fit for this difficult yet extraordinarily rewarding career and avoid recruiting those most likely to be abusive This valuable book also includes four helpful appendixes that provide examples of situational and behavioral questions to use in interviews Equal Employment Opportunity guidelines for acceptable and unacceptable interview questions a profile of a skilled residential child care worker that you can use to judge whether candidates measure up sample staff selection formsjob descriptions application form a short listing grid job interview schedule interview performance rating form a reference check proforma and a selection report

Personnel Selection Mark Cook, 2016-02-19 This is a fully updated edition of Personnel Selection a seminal text on the psychometric approach to personnel selection by a noted expert in the field Focuses on cutting edge topics including the influence of social networking sites adverse impact age differences and stereotypes distribution of work performance and the problems of selecting new employees using research based on incumbent employees Questions established beliefs in the field especially issues that have been characterized as not a problem such as differential validity over reliance on self report and faking good Contains expanded discussion of research and practice in the US and internationally while maintaining the definitive coverage of UK and European selection approaches Provides comprehensive yet accessible information for professionals and students as well as helpful pedagogical tools technical and statistical boxes simplified figures and tables research agenda boxes key point summaries and key references     **The Blackwell Handbook of Personnel Selection**

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**The Psychology of Personnel Selection** Dominic Cooper, Ivan T. Robertson, 1995 In many companies the procedures for selecting the right person for the job are little more than a lottery. Optimal personnel selection is concerned with accurately predicting employees' future behaviour in the job. Drawing on recent scientific research, this book offers a framework for action to assist selectors in this difficult task. Based on the principles of Total Quality Management, topics include identifying customer needs, establishing the necessary evaluative standards for all selection methods, optimizing the design and return on investment in selection procedures, setting decision making standards and outlining ideas for continuous improvements. Many selection methods are also described and discussed in relation to the evaluative standards.

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**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.

**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.

[Handbook of Research on Artificial Intelligence in Human Resource Management](#) Strohmeier, Stefan, 2022-03-08 This cutting edge Handbook offers a comprehensive

introduction to the emerging research field of artificial intelligence AI in human resource management HRM Broadly mapping AI fields relevant for HR it not only considers the more well known areas of machine learning and natural language processing but also lesser known fields such as affective computing and robotic process automation *Job Task Analysis* Patty Wolfe,1991 **Essentials of Personnel Assessment and Selection** Scott Highhouse,Dennis Doverspike,Robert M Guion,2015-11-19 This second edition provides managers and students the nuts and bolts of assessment processes and selection techniques With this knowledge managers learn to make informed personnel decisions based on the results of tests and assessments The book emphasizes that employee performance predictions require well formed hypotheses about personal characteristics that may be related to valued behavior at work It also stresses the need for developing a theory of the attribute one hypothesizes as a predictor a thought process too often missing from work on selection procedures Topics such as team member selection situational judgment tests nontraditional tests individual assessment and testing for diversity are explored The book covers both basic and advanced concepts in personnel selection in a straightforward readable style intended to be used in both undergraduate and graduate courses in Personnel Selection and Assessment 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 Management, Information and Educational Engineering Hsiang-Chuan Liu,Wen-Pei Sung,Wenli Yao,2015-06-11 This book contains selected Computer Management Information and Educational Engineering related papers from the 2014 International Conference on Management Information and Educational Engineering MIEE 2014 which was held in Xiamen China on November 22 23 2014 The conference aimed to provide a platform for researchers engineers and academic

## Whispering the Strategies of Language: An Psychological Quest through **Personnel Selection**

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