

# **PERSONNEL SELECTION AND CLASSIFICATION**

Edited by

Michael G. Rumsey

Clinton B. Walker

James H. Harris

# Personnel Selection And Classification

**Richard J. Klimoski, Beverly  
Dugan, Carla Messikomer, Francois  
Chiocchio**



## **Personnel Selection And Classification:**

**Personnel Selection and Classification** Michael G. Rumsey, Clinton B. Walker, James H. Harris, 2013-05-13 Bringing together several key elements needed to identify the most promising themes for future research in selection and classification this book's underlying aim is to improve job performance by selecting the right persons and matching them most effectively with the right jobs An emphasis is placed on current innovative research approaches which in some cases depart substantially from traditional approaches The contributors consisting of professionals in measurement personnel research and applied and military psychology discuss where the quantum advances of the last decade should take us further Comprehensive coverage of the selection and classification domain is provided including a broad range of topics in each of the following areas performance conceptualization and measurement individual differences and selection and classification decision models The presentations in each of these areas are integrated into a set of coherent themes This integration was the product of structured group discussions which also resulted in a further evolution of some of the ideas presented

Exploring the Limits of Personnel Selection and Classification John Paul Campbell, Deirdre J. Knapp, 2001 Beginning in the early 1980s and continuing through the middle 1990s the U S Army Research Institute for the Behavioral and Social Sciences ARI sponsored a comprehensive research and development program to evaluate and enhance the Army's personnel selection and classification procedures This was a set of interrelated efforts collectively known as Project A Project A had a number of basic and applied research objectives pertaining to selection and classification decision making It focused on the entire selection and classification system for Army enlisted personnel and addressed research questions that can be generalized to other personnel systems It involved the development and evaluation of a comprehensive array of predictor and criterion measures using samples of tens of thousands of individuals in a broad range of jobs The research included a longitudinal sample from which data were collected at organizational entry following training after 1 2 years on the job and after 3 4 years on the job This book provides a concise and readable description of the entire Project A research program The editors share the problems strategies experiences findings lessons learned and some of the excitement that resulted from conducting the type of project that comes along once in a lifetime for an industrial organizational psychologist This book is of interest to industrial organizational psychologists including experienced researchers consultants graduate students and anyone interested in personnel selection and classification research

The Logic of Personnel Selection and Classification Paul Horst, 1961 **Exploring the Limits in Personnel Selection and Classification** John P. Campbell, Deirdre J. Knapp, 2013-06-17 Beginning in the early 1980s and continuing through the middle 1990s the U S Army Research Institute for the Behavioral and Social Sciences ARI sponsored a comprehensive research and development program to evaluate and enhance the Army's personnel selection and classification procedures This was a set of interrelated efforts collectively known as Project A Project A had a number of basic and applied research objectives pertaining to selection and classification

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what worked and what didn't with a focus on evidence and real world cases to illuminate effective strategies and solutions. Each chapter presents empirical findings complemented by professional judgment and wisdom from human resource management professionals well versed in global business environments. *Advancing Human Resource Project Management* recognizes the importance of context, addresses the practical and professional implications of managing HR management projects in different industry sectors, and provides comprehensive coverage on implementing global development programs and project initiation and planning. Ideal for global Industrial and Organizational Psychology faculty and practitioners, graduate students, and especially HR professionals, this resource uncovers the best evidence-based practices available today for effective HR project management strategies. The book includes an emphasis on the implications and challenges of providing solutions for HR business problems on a global scale, real world cases and firsthand professional experiences with summaries of knowledge gained from research and practice, advice on tackling challenges inherent in various stages of a project, expertise and counsel from HR professionals familiar with large projects and from those who study and work in the field of project management. Let this comprehensive resource guide your approach to initiating and managing large HR projects. With solid empirical evidence and relatable case studies, *Advancing Human Resource Project Management* is the ideal professional companion for those looking to strengthen their project techniques, project leadership, and management skills.

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**Estimating the Benefits of Personnel Selection and Classification: An Extension of the Brogden Table**, 1994 A Monte Carlo study was done to estimate the standardized performance gain (Sigma units) for personnel who have been optimally selected and classified as a function of the number of alternative job assignments, the applicant rejection rate, the validity of the performance estimates, and the intercorrelation among the estimates. The study extended the number of job assignment categories considered to 500 based on a general solution provided by Brogden for up to 10 jobs. Results indicated that adding job categories with zero applicant rejection improved expected performance from 0.0 Sigma units with 1 job to 3.03 Sigma units with 500 jobs. For the highest level of applicant rejection (90%), corresponding gains were 1.75 units and 3.78 units respectively. Implications for use of the table were discussed.

**Benefit Estimation Monte Carlo Classification Personnel Job assignments Selection**

DDC Retrieval and Indexing Terminology Defense Documentation Center (U.S.), 1975

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