

Personnel selection: Test and measurement techniques

Thorndike, Robert Ladd

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Personnel Selection Tests And Measurement Techniques

Robert L. Thorndike



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Personnel Selection Robert Ladd Thorndike, 1949 *Entwicklung und Eichung eines Verfahrens zur Feststellung verbaler Intelligenz bei 16/17jährigen* Hans-Georg Holfter, 2013-04-17 Mehrjährige Praxis der Personalauslese hat gezeigt, dass die frühzeitige Aussonderung potentieller Versager noch verbessert werden kann, wenn die Instrumente der Auswahlprüfung verfeinert werden. Neben der Erfassung der effektiven Leistung spielt die Feststellung der Leistungsfähigkeit immer dann eine entscheidende Rolle, wenn eine Ausbildung also ein Lernprozess bevorsteht. Die Auslese muss zunächst die Frage beantworten, ob der Bewerber in der vorgegebenen Zeit unter den üblichen Ausbildungsbedingungen das Ausbildungsziel erreichen wird. Abgesehen davon, dass für den deutschsprachigen Bereich nur wenige hinreichend gesicherte, gut geeichte und an einer großen Zahl vergleichbarer Versuchspersonen erprobte diagnostische Verfahren vorliegen, beziehen sich die statistischen Angaben zu den Tests meist auf die Gesamtgruppe. Für Teilgruppen sind die Daten entsprechend ungenau. Es fehlen Verfahren, die nur auf eine Altersstufe, auf einen Begabungsbereich und auf eine bestimmte Berufsgruppe hin ausgerichtet sind. Die bisher für die Bewerberauslese angewendeten Intelligenztests erfassen im allgemeinen drei Intelligenzbereiche: den sprachlichen, den rechnerischen und den räumlichen. Den größten prognostischen Wert für den Berufserfolg in Verwaltungen haben die Ergebnisse der Prüfungen im verbalen Bereich. Es lag daher nahe, ein Verfahren zu entwickeln, das möglichst hohe prognostische Valenz für Verwaltungsbewerber hat und andererseits mit relativ geringem Zeit- und sonstigem Aufwand auskommt. Ziel eines solchen Verfahrens ist es, in kurzer Zeit zu einer hinreichend gesicherten Prognose für den Berufserfolg zu gelangen und zwar für eine bestimmte Gruppe Verwaltungsbewerber, für die Verwaltungspraktikanten. **Personnel**

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influential psychologists and psychological organizations from around the world *Historical Perspectives in Industrial and Organizational Psychology* Laura L. Koppes, 2014-02-04 This unique book is the first to contain a comprehensive history of industrial and organizational psychology covering numerous topics in the discipline The history presented offers various perspectives including the contributions of individuals organizations and contextual or situational forces as well as an international viewpoint The authors all highly regarded experts in their respective topics use a range of approaches to examine history demonstrating to readers that there are multiple ways to understand history This volume will be of interest to industrial and organizational psychologists business and management academics and professionals historians of psychology business science and science and technology undergraduate and graduate students **Resources in Education**, 1977-10 Psychometrika, 1950-03 List of members of the society in v 1 4 **Personnel Selection** Sir William James Ashley, 1949 Sources of Information on Personnel Management and Labor Relations Alton Wesley Baker, 1951 MTM Journal of Methods-time Measurement, 1970 **Monograph Series** University of Iowa. Center for Labor and Management, 1969 South African Journal of Science, 1949 **Sociology and Social Research**, 1949 Includes the section Book notes **Test Catalog, 1963** Psychological Corporation, 1963 **Research Methods in Social Relations: Basic processes.- pt.2. Selected techniques**, 1951 **Bulletin - Industrial Relations Center** University of Minnesota. Industrial Relations Center, 1956 Resources in Education, 1992 **Methods of Experimentation in Radio Research, and Correlates of Effective Radio Advertising** Merle Scheffel Pierce, 1958 *Bibliographies on Nursing: Books, Pamphlets, Articles, Audio-visual Aids* National League of Nursing Education (U.S.), 1952

The book delves into Personnel Selection Tests And Measurement Techniques. Personnel Selection Tests And Measurement Techniques is a vital topic that needs to be grasped by everyone, ranging from students and scholars to the general public. The book will furnish comprehensive and in-depth insights into Personnel Selection Tests And Measurement Techniques, encompassing both the fundamentals and more intricate discussions.

1. This book is structured into several chapters, namely:
 - Chapter 1: Introduction to Personnel Selection Tests And Measurement Techniques
 - Chapter 2: Essential Elements of Personnel Selection Tests And Measurement Techniques
 - Chapter 3: Personnel Selection Tests And Measurement Techniques in Everyday Life
 - Chapter 4: Personnel Selection Tests And Measurement Techniques in Specific Contexts
 - Chapter 5: Conclusion
 2. In chapter 1, this book will provide an overview of Personnel Selection Tests And Measurement Techniques. The first chapter will explore what Personnel Selection Tests And Measurement Techniques is, why Personnel Selection Tests And Measurement Techniques is vital, and how to effectively learn about Personnel Selection Tests And Measurement Techniques.
 3. In chapter 2, this book will delve into the foundational concepts of Personnel Selection Tests And Measurement Techniques. This chapter will elucidate the essential principles that must be understood to grasp Personnel Selection Tests And Measurement Techniques in its entirety.
 4. In chapter 3, the author will examine the practical applications of Personnel Selection Tests And Measurement Techniques in daily life. The third chapter will showcase real-world examples of how Personnel Selection Tests And Measurement Techniques can be effectively utilized in everyday scenarios.
 5. In chapter 4, this book will scrutinize the relevance of Personnel Selection Tests And Measurement Techniques in specific contexts. The fourth chapter will explore how Personnel Selection Tests And Measurement Techniques is applied in specialized fields, such as education, business, and technology.
 6. In chapter 5, the author will draw a conclusion about Personnel Selection Tests And Measurement Techniques. This chapter will summarize the key points that have been discussed throughout the book.
- The book is crafted in an easy-to-understand language and is complemented by engaging illustrations. This book is highly recommended for anyone seeking to gain a comprehensive understanding of Personnel Selection Tests And Measurement Techniques.

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