

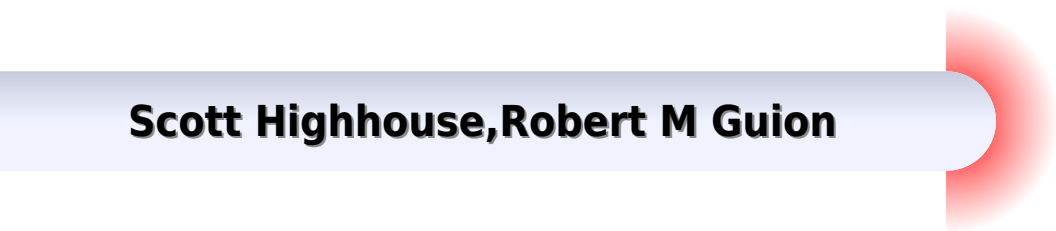


ESSENTIALS OF PERSONNEL ASSESSMENT AND SELECTION

Robert M. Guion • Scott Highhouse

Online Essentials Personnel Assessment Selection Highhouse

Scott Highhouse, Robert M Guion



Online Essentials Personnel Assessment Selection Highhouse:

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

Assessment Centres and Global Talent Management George C. Thornton Iii, 2016-04-08 Globalization innovation market share identifying visionary leaders and particularly talent management are just some of the issues that benefit from using assessment and development centres Assessment Centres and Global Talent Management focuses on topics that influence the design of the assessment centre in terms of the competencies being assessed the exercises that are used and the nature of the event so that they can deliver what is required often to change organizational culture and values Practical examples and case studies are sprinkled throughout the book as international contributors explore cross cultural implications and consider how the design development and use of assessment centres should be adapted to different cultures Some of the world s leading researchers and practitioners outline their research into new applications for assessment centre methods showing how they have used it to design and implement specific assessment and development centres This is a book from which practitioners can see how science informs good practice and scholars will find the 32 chapters a rich source of ideas for conducting research into emerging issues in the field

Essentials of Personnel Assessment and Selection Scott Highhouse, Robert M Guion, 2014-07-17 *Essentials of Personnel Assessment and Selection* discusses the essentials that managers and other well educated people should know about the assessment processes so widely used in contemporary society and so widely not understood It emphasizes that good prediction requires well formed hypotheses about personal characteristics that may be related to valued behavior at work and 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 In addition it explores such topics as team member selection situational judgment tests non traditional tests individual assessment and testing for diversity The goal is to produce an accessible guide to assessment that covers basic and advanced concepts in a straight forward readable style It provides a review of the most relevant statistical concepts and modern selection practices that will equip the reader with the tools needed to be competent consumers of assessment procedures and practices and to be well informed about the kinds of

questions to be answered in evaluating them This book will appeal to instructors of advanced undergraduate and master s level courses on personnel selection and assessment If supplemented by other readings on selected topics it would be useful in doctoral seminars Also students interested in becoming users of research based assessment and selection information and techniques will find it useful **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 Talent Assessment Tracy Kantrowitz,Douglas H. Reynolds,John Scott,2023 This book reviews the latest advances in technology enabled assessment in the workplace Featuring chapters on key trends and innovations in assessment the volume covers advances in the foundational science of assessment technology related innovations updates to regulations principles and standards and assessment for development Including a variety of case studies that describe talent assessment in action and how organizations of varying sizes develop and implement assessment programs this book is ideal for practitioners and academics in the field *Online Recruiting and Selection* Douglas H. Reynolds,John A. Weiner,2009-07-15 In Online Recruiting and Selection Reynolds and Weinerprovide an accessible introduction to implementing and operatingWeb based tools for hiring in organizations Discusses recent trends and their implications for newadvancements in the field of technology based hiring Explains key factors for developing an effective recruiting website choosing the right assessment tools and designing integratedtalent acquisition systems Discusses issues such as the proper environment for deployingtests and other assessments the implications of global access anddata security and privacy policies Reviews regulations and professional standards for measurementand personnel selection including new rules governing thetreatment of Internet job applicants the Standards forEducational and Psychological Testing and the Principlesfor the Validation and Use of Personnel

Selection Procedures *Essentials of Employee Recruitment* Jerel E. Slaughter, David G. Allen, 2024-04-04 This book provides an insightful and comprehensive summary of the field of employee recruitment. Written from a scientific evidence-based perspective and with contributions from global experts, it reviews the relevant research in the various areas of recruitment, considers the most pressing current issues in studying recruitment topics, and designs future research agendas for the field. Organized into four sections, the text begins by presenting an overview of the study of recruitment before moving on to demonstrate effective ways of attracting talent, covering methodology, practices, and organizational characteristics. The third section focuses on recruiting specific populations, including women, ethnic and racial minorities, college students, and employed job seekers. This book concludes by providing practical perspectives with chapters describing how the applicant population is changing, how applicants interact with people and technology during recruitment, the interaction of applicant and organizational political ideology, and offering insights on how to design recruitment programs today and in the future. A foundational resource on employee recruitment, this is the ideal text for scholars and graduate students in industrial and organizational psychology and human resource management. It will also interest practitioners working in the area along with executive and line managers tasked with responsibility for talent management.

Encyclopedia of Human Resource Management Stewart Johnstone, Jenny K. Rodriguez, Adrian Wilkinson, 2023-02-14 Thoroughly revised and updated to include contemporary terms that have gained importance such as furlough, unconscious bias, platform work, and Great Resignation, this second edition of the *Encyclopedia of Human Resource Management* is an authoritative and comprehensive reference resource comprising almost 400 entries on core HR areas and concepts.

[The SAGE Encyclopedia of Industrial and Organizational Psychology](#) Steven G. Rogelberg, 2016-09-27 The well-received first edition of the *Encyclopedia of Industrial and Organizational Psychology* (2007, 2 vols.) established itself in the academic library market as a landmark reference that presents a thorough overview of this cross-disciplinary field for students, researchers, and professionals in the areas of psychology, business management, and human resources. Nearly ten years later, SAGE presents a thorough revision that both updates current entries and expands the overall coverage, adding approximately 200 new articles, expanding from two volumes to four. Examining key themes and topics from within this dynamic and expanding field of psychology, this work offers a truly cross-cultural and global perspective.

Psychological Testing John Toplis, Vic Dulewicz, Clive Fletcher, 2005 No further information has been provided for this title.

[Oxford Textbook of Medical Education](#) Kieran Walsh, 2016 Providing a comprehensive and evidence-based reference guide for those who have a strong and scholarly interest in medical education, the *Oxford Textbook of Medical Education* contains everything the medical educator needs to know in order to deliver the knowledge, skills, and behaviour that doctors need. The book explicitly states what constitutes best practice and gives an account of the evidence base that corroborates this. Describing the theoretical educational principles that lay the foundations of best practice in medical education, the book gives readers a thorough grounding in all aspects of this discipline.

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Schmitt,2012-03-29 This handbook distills the science and practice of employee selection Bringing together over 40 chapters this volume includes essential information about the validation process individual difference constructs and measures and performance outcomes and measures **Hiring Success** Steven T. Hunt,2007-06-30 Hiring Success is a comprehensive guide for using staffing assessments to hire the best employees Research based but written in easy to understand terms the book explains what staffing assessments are why they work and how to use them Hiring Success is an important resource for improving the accuracy and efficiency of hiring selection decisions and effectively incorporating assessments into any company s staffing process Simulations for Personnel Selection Michael Fetzner,Kathy Tuzinski,2013-08-13 This book

provides a comprehensive and state of the art overview of simulation development technologies and implementation including real world examples and results followed by a preview of what s on the horizon that will further revolutionize the industry More than a handful of books have been written on the use of simulations for training purposes but this book focuses solely on simulations in employee selection contexts e g hiring promotion making it a truly unique and valuable resource for both practitioners and academics The science and practice of employee selection has advanced at a steady pace over the past two or three decades However recent advancements in both technology and assessment methods have been the catalyst for an evolutionary leap in the use of simulations in this area 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 **Personnel Selection** Mark Cook,2004-06-25 Popular with students academics and professionals alike this is

the fourth edition of Personnel Selection A thoughtful entertaining and comprehensive text this edition has been thoroughly revised to focus on the key issues and the latest research in this rapidly developing field Features of the fourth edition include The use of the internet in job application recruitment and assessment How job analysis is changing to meet changing

concepts of the nature of work leading to an increasing emphasis on broader abilities and dispositions The big five model in personality new measures new reviews of selection research links to job analysis the use of broad factors vs more specific facets The problem of faking in personality questionnaires its extent and its impact on selection decisions The effectiveness of teams as opposed to individuals in terms of personality and ability Adverse impact in selection especially education interview biodata assessment centres personality tests honesty tests This book is essential reading for students and professionals in occupational psychology and HR who are interested in relating research to the real world practice of personnel selection

Handbook of Employee Selection James L. Farr, Nancy T. Tippins, 2013-09-13 The Handbook of Employee Selection provides a comprehensive review of a contemporary personnel selection instruments including the technical methodology for their development and evaluation of their effectiveness b the organizational systems necessary for the effective and efficient use of personnel selection methods as part of organizations human resource management approach and c the societal and organizational factors that provide the context within which personnel selection is nested The Handbook will include descriptions of specific examples of personnel selection procedures that have had major impact on the development of personnel selection function within organizations as well as discussions of current and future trends in employee selection around the world *The Blackwell Handbook of Personnel Selection* Arne Evers, Neil Anderson, Olga

Smit-Voskuijl, 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

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Table of Contents Online Essentials Personnel Assessment Selection Highhouse

1. Understanding the eBook Online Essentials Personnel Assessment Selection Highhouse
 - The Rise of Digital Reading Online Essentials Personnel Assessment Selection Highhouse
 - Advantages of eBooks Over Traditional Books
2. Identifying Online Essentials Personnel Assessment Selection Highhouse
 - 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 Online Essentials Personnel Assessment Selection Highhouse
 - User-Friendly Interface
4. Exploring eBook Recommendations from Online Essentials Personnel Assessment Selection Highhouse

- Personalized Recommendations
- Online Essentials Personnel Assessment Selection Highhouse User Reviews and Ratings
- Online Essentials Personnel Assessment Selection Highhouse and Bestseller Lists
- 5. Accessing Online Essentials Personnel Assessment Selection Highhouse Free and Paid eBooks
 - Online Essentials Personnel Assessment Selection Highhouse Public Domain eBooks
 - Online Essentials Personnel Assessment Selection Highhouse eBook Subscription Services
 - Online Essentials Personnel Assessment Selection Highhouse Budget-Friendly Options
- 6. Navigating Online Essentials Personnel Assessment Selection Highhouse eBook Formats
 - ePub, PDF, MOBI, and More
 - Online Essentials Personnel Assessment Selection Highhouse Compatibility with Devices
 - Online Essentials Personnel Assessment Selection Highhouse Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Online Essentials Personnel Assessment Selection Highhouse
 - Highlighting and Note-Taking Online Essentials Personnel Assessment Selection Highhouse
 - Interactive Elements Online Essentials Personnel Assessment Selection Highhouse
- 8. Staying Engaged with Online Essentials Personnel Assessment Selection Highhouse
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Online Essentials Personnel Assessment Selection Highhouse
- 9. Balancing eBooks and Physical Books Online Essentials Personnel Assessment Selection Highhouse
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Online Essentials Personnel Assessment Selection Highhouse
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Online Essentials Personnel Assessment Selection Highhouse
 - Setting Reading Goals Online Essentials Personnel Assessment Selection Highhouse
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Online Essentials Personnel Assessment Selection Highhouse

- Fact-Checking eBook Content of Online Essentials Personnel Assessment Selection Highhouse
- 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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