



ESSENTIALS OF PERSONNEL ASSESSMENT & SELECTION

Scott Highhouse • Dennis Doverspike • Robert M. Galen

SECOND EDITION



Essentials Personnel Assessment Selection Highhouse

Guillaume Favre

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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

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

Industrial/Organizational Psychology Paul Levy, 2009-07-03 The third edition of this acclaimed text introduces students to the psychological factors active in the workplace including the psychology of the workforce employee health and well being organizational behavior motivation human resources and various dynamics of work interaction

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 Staffing the Contemporary Organization Donald L. Caruth, Gail D. Caruth, Stephanie S. Pane, 2008-12-30 Few business functions are more important than putting people where they can do the most good Get it right and the business soars Get it wrong and the business pays dearly in reduced sales profits and productivity Staffing the Contemporary Organization provides a comprehensive treatment of staffing procedures policies techniques and problems It includes a number of human resources topics not usually covered in one volume HR planning legal aspects of staffing recruiting selecting performance appraisal career development and many others in an integrated system The method presented is a proven useful tool that managers and HR people can employ to build stronger more resilient organizations This thoroughly revised edition provides a comprehensive treatment of staffing procedures policies techniques and problems It covers areas newly developed since the last edition like recruiting via the Internet and new court decisions that clarify the scope and application of antidiscrimination laws in the workplace Among other topics it covers the following areas in detail Employment law Job analysis Recruiting and interviewing Selecting and selection tests Appraisals and employee development Administration Handling promotions demotions layoffs terminations etc Career planning Measuring the effectiveness of the HR function Staffing the authors contend must encompass the entire range of activities associated with planning for obtaining utilizing and developing human resources Suitable for business students as well as professionals this is the first book to present a systems view of the staffing function a view necessary to maximize the contribution of any company's most important asset its people **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 Work Across the Lifespan Boris Baltes, Cort W. Rudolph, Hannes

Zacher,2019-01-07 *Work Across the Lifespan* coalesces theoretical and empirical perspectives on aging and work This volume examines a collection of human development theories that explain trajectories of change including patterns of growth maintenance and decline across the adult lifespan At its core the lifespan perspective assumes a focus on aging as a continuous process of intraindividual change and goal based self regulation In this text the lifespan perspective serves as a lens for examining the complex relationship between aging and work Integrating research from the fields of developmental psychology as well as industrial work and organizational psychology this authoritative reference brings together the collective thinking of researchers who study work careers organizations and aging Summarizes key tenets of lifespan theories Applies lifespan theories to work organizational life and careers Examines age and work related processes Provides an comprehensive lifespan perspective on work and aging Focuses on aging as a continuous intraindividual change process

Leadership in Dangerous Situations, 2nd Edition Patrick Sweeney,Michael D. Matthews,Paul D. Lester,Sean Hannah,Brian Reed,2022-12-15 This guide which for years has prepared military emergency and first responders to face psychological social and physical challenges of leading in dangerous contexts has been updated The author team which includes scholars and practitioners has integrated current research findings incorporated topics not covered in the prior edition and has created a reference work relevant to leaders at all levels entry mid and senior in organizations that operate in dangerous contexts *Leadership in Dangerous Situations Second Edition* includes nine new chapters that address character development ethical decision making and action leading in uncertain times empowering initiative leading taskforces and cross functional teams operating in complex social and political environments tactical and operational decision making and planning red teaming and incident command The authors wrote their chapters as acts of service to enhance the professions that serve their countries and societies

Resourcing and Talent Management Stephen Taylor,2024-12-03 Covering the recruitment selection and retention of staff as well as retirement dismissals and redundancy this is an essential textbook for the CIPD Advanced module in Strategic Resourcing and Talent Management *Resourcing and Talent Management* outlines the key topics needed by HR master s students in their study of people resourcing and staff development It covers everything from job design and both internal and external recruitment through to interviewing selection and contracts of employment There is also guidance on staff retention succession planning and coverage of how staff leave the business whether through retirement redundancy or dismissal This ninth edition now includes new content on strategies for performance management and resourcing and talent management guidance on upskilling staff when the skills the business needs are constantly evolving and additional material on the continuation of hybrid and remote working Fully updated throughout this textbook includes explore further boxes to encourage students to read more deeply reflective questions to support reflection on learning and activities to put their learning in practice and test their understanding Online resources include lecturer manuals PowerPoint slides and additional weblinks

Managing Human Resources Susan E. Jackson,Randall S.

Schuler, Steve Werner, 2017 This twelfth edition is the first to be published by Oxford University Press Eleven editions were previously published by Cengage Learning *Online Recruiting and Selection* Douglas H. Reynolds, John A. Weiner, 2009 In *Online Recruiting and Selection* Reynolds and Weiner provide an accessible introduction to implementing and operating Web based tools for hiring in organizations Discusses recent trends and their implications for new advancements in the field of technology based hiring Explains key factors for developing an effective recruiting web site choosing the right assessment tools and designing integrated talent acquisition systems Discusses issues such as the proper environment for deploying tests and other assessments the implications of global access and data security and privacy policies Review **Judgment and Decision Making in Accounting** Sarah E. Bonner, 2008 This unique first edition is the only book on the market that delivers a contemporary synthesis of both psychology and accounting literature related to judgment and decision making Judgment and Decision Making in Accounting is structured around an innovative framework that provides a unique way of thinking about JDM projects and organizing JDM research Developed based on many years of teaching and research on accounting JDM this unique framework succinctly describes the key issues in accounting JDM research enabling readers to more quickly assimilate the vast material related to those issues The framework also provides a basis to help readers evaluate their own current JDM research ideas as well as generate further research questions **American Book Publishing Record**, 2006

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 *Business Periodicals Index*, 2006 *Hiring Success* Steven T. Hunt, 2007-06-22 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 **Who's Who in Science and Engineering 2008-2009** Who's Who Marquis, Marquis Who's Who, 2007-12

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