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	Nota di contenuto	Frontmatter -- Content overview -- Contents -- List of abbreviations -- List of figures -- 1 Introduction -- 2 Research-practice gap in

personnel selection: the current state of implementation of scientific findings -- 3 Rational-analytical quality in selecting and hiring candidates -- 4 Intuition and human decision-making -- 5 Intuition in personnel selection processes -- 6 How to measure and operationalize intuition -- 7 Acceptance of analytics and intuition in the process of diagnosing talent in different cultures -- 8 Digital technologies and artificial intelligence (AI): implications for using intuition and analytics in personnel selection -- 9 Learning and developing rational-analytical and intuitive competencies -- 10 Implementation of a holistic personnel selection approach -- References -- Index

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## Sommario/riassunto

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.

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