

1. Record Nr.	UNINA990009282880403321
Titolo	L'abuso del diritto, del processo e nel processo / [Francesco Astone ... et al.]
Pubbl/distr/stampa	Milano : Giuffrè, 2007
Descrizione fisica	139 p. ; 24 cm
Disciplina	340.45
Locazione	FGBC
Collocazione	XI O 111
Lingua di pubblicazione	Italiano
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Suppl a: Giurisprudenza di merito n. 12, dicembre 2007
2. Record Nr.	UNINA9910778573203321
Titolo	Adverse impact [[electronic resource]] : implications for organizational staffing and high stakes selection / / edited by James L. Outtz
Pubbl/distr/stampa	New York, : Routledge, 2010
ISBN	1-136-94818-X 1-282-29361-3 9786612293610 1-136-94819-8 0-203-84841-1 1-4416-2382-5
Descrizione fisica	1 online resource (564 p.)
Collana	Organizational frontiers series
Altri autori (Persone)	OuttzJames
Disciplina	658.3 658.3/112
Soggetti	Employee selection Employment tests Personnel management Psychology, Industrial
Lingua di pubblicazione	Inglese

Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and indexes.
Nota di contenuto	section 1. Background -- section 2. Theoretical perspectives -- section 3. Adverse impact and traditional selection theory -- section 4. Facts of the adverse impact problem -- section 5. Adverse impact from an international perspective -- section 6. Methods of reducing adverse impact.
Sommario/riassunto	This text is the best single repository for a comprehensive examination of the scientific research and practical issues associated with adverse impact. Adverse impact occurs when there is a significant difference in organizational outcomes to the disadvantage of one or more groups defined on the basis of demographic characteristics such as race, ethnicity, gender, age, religion, etc. This book shows, based on scientific research, how to design selection systems that minimize subgroup differences. The primary object of this volume in the SIOP series is to bring together renowned expert