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| ISBN | 1-292-03664-8 |
| Edizione | [Seventh edition, Pearson new international edition.] |
| Descrizione fisica | 1 online resource (482 pages) : illustrations, maps, charts |
| Collana | Always learning |
| Disciplina | 658.30019 |
| Soggetti | Personnel management - Psychological aspects |
| Lingua di pubblicazione | Inglese |
| Formato | Materiale a stampa |
| Livello bibliografico | Monografia |
| Note generali | Includes index. |
| Nota di contenuto | Cover -- Table of Contents -- 1. Organizations, Work, and Applied Psychology -- 2. The Law and Human Resource Management -- 3. People, Decisions, and the Systems Approach -- 4. Criteria: Concepts, Measurement, and Evaluation -- 5. Performance Management -- 6. Measuring and Interpreting Individual Differences -- 7. Validation and Use of Individual-Differences Measures -- 8. Fairness in Employment Decisions -- 9. Recruitment -- 10. Analyzing Jobs and Work -- 11. Strategic Workforce Planning -- 12. Selection Methods: Part I -- 13. Selection Methods: Part II -- 14. Decision Making for Selection -- 15. Training and Development: Considerations in Design -- 16. Training and Development: Implementation and the Measurement of Outcomes -- 17. Organizational Responsibility and Ethical Issues in Human Resource Management -- 18. International Dimensions of Applied Psychology -- Appendix: Scientific and Legal Guidelines on Employee Selection Procedures: Checklists for Compliance -- Appendix: An Overview of Correlation and Linear Regression -- Appendix: Decision Trees for Statistical Methods -- Index. |
| Sommario/riassunto | For upper-level courses in Human Resources Management or Industrial/Organizational Psychology. Psychological theories, complete with tools and methods, for dealing with human resource issues. Interdisciplinary and research-based in approach, Applied Psychology in Human Resource Management integrates psychological theory with tools and methods for dealing with human resource problems in |

organizations and for making organizations more effective and more satisfying places to work. The seventh edition reflects the state of the art in personnel psychology and dramatic changes that have recently characterized the field, and outlines a forward-looking, progressive model toward which HR specialists should aim.
