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Altri autori (Persone)	ScottJohn C <1955-> (John Carlson) ReynoldsDouglas H
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Nota di contenuto	Handbook of Workplace Assessment: Evidence-Based Practices for Selecting and Developing Organizational Talent; Contents; Figures, Tables, and Exhibits; Foreword; Preface; Acknowledgments; The Editors; The Contributors; Part One: Framework for Organizational Assessment; Chapter 1: INDIVIDUAL DIFFERENCES THAT INFLUENCE PERFORMANCE AND EFFECTIVENESS; Chapter 2: INDICATORS OF QUALITY ASSESSMENT; Chapter 3: GENERAL COGNITIVE ABILITY; Chapter 4: PERSONALITY; Chapter 5: ASSESSMENT OF BACKGROUND AND LIFE EXPERIENCE; Chapter 6: KNOWLEDGE AND SKILL; Chapter 7: PHYSICAL PERFORMANCE Chapter 8: COMPETENCIES, JOB ANALYSIS, AND THE NEXT GENERATION OF MODELINGPart Two: Assessment for Selection, Promotion, and Development; SO WHERE ARE THE PROMISED, PRACTICAL, AND PROVEN SELECTION TOOLS FOR MANAGERIAL SELECTION AND BEYOND?;

Chapter 9: ASSESSMENT FOR TECHNICAL JOBS; Chapter 10: ASSESSMENT FOR ADMINISTRATIVE AND PROFESSIONAL JOBS; Chapter 11: ASSESSMENT FOR SALES POSITIONS; Chapter 12: ASSESSMENT FOR SUPERVISORY AND EARLY LEADERSHIP ROLES; Chapter 13: EXECUTIVE AND MANAGERIAL ASSESSMENT; Chapter 14: THE SPECIAL CASE OF PUBLIC SECTOR POLICE AND FIRE SELECTION
Part Three: Strategic Assessment ProgramsChapter 15: THE ROLE OF ASSESSMENT IN SUCCESSION MANAGEMENT; Chapter 16: ASSESSING THE POTENTIAL OF INDIVIDUALS; Chapter 17: ASSESSMENT FOR ORGANIZATIONAL CHANGE; Chapter 18: GLOBAL APPLICATIONS OF ASSESSMENT; Part Four: Advances, Trends, and Issues; Chapter 19: ADVANCES IN TECHNOLOGY-FACILITATED ASSESSMENT; Chapter 20: THE LEGAL ENVIRONMENT FOR ASSESSMENT; Chapter 21: VALIDATION STRATEGIES; Chapter 22: ADDRESSING THE FLAWS IN OUR ASSESSMENT DECISIONS; Chapter 23: STRATEGIC EVALUATION OF THE WORKPLACE ASSESSMENT PROGRAM
Chapter 24: FINAL THOUGHTS ON THE SELECTION AND ASSESSMENT FIELDAppendix: Example Assessments Designed for Workplace Application; Construct Targeted; Position Targeted; Managerial and Leadership Targeted; Job Analysis Support; Name Index; Subject Index

Sommario/riassunto

This definitive reference on workplace assessment for HR professionals features comprehensive overviews and best practices for all types of assessments for the selection, development, and development needs of all organizational employee levels. The book covers an unprecedented range of types of assessments and measurement approaches, including quality, abilities and intelligence, personality, background and experience, knowledge and skill, and competencies. Each chapter discusses the business need or market condition that supports the use of an assessment, the appropriate use of each assessment
