

| | |
|-------------------------|--|
| 1. Record Nr. | UNINA9910466135703321 |
| Autore | Cook Mark <1942-> |
| Titolo | Personnel selection : adding value through people - a changing picture // Mark Cook |
| Pubbl/distr/stampa | Chichester, [England] : , : Wiley-Blackwell, , 2016 ©2016 |
| ISBN | 1-118-97356-9 |
| Edizione | [Second edition.] |
| Descrizione fisica | 1 online resource (430 p.) |
| Disciplina | 658.3/112 |
| Soggetti | Employee selection Electronic books. |
| 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 index. |
| Nota di contenuto | Title Page; Table of Contents; Preface to the sixth edition; Preface to the first edition; CHAPTER 1: Old and new selection methods; WHY SELECTION MATTERS; RECRUITMENT; APPLICATION SIFTING; IMPROVING APPLICATION SIFTING; OVERVIEW OF SELECTION METHODS; WHAT IS ASSESSED IN PERSONNEL SELECTION?; NATURE OF THE INFORMATION COLLECTED; WORK PERFORMANCE; FAIR EMPLOYMENT LAW; CURRENT SELECTION PRACTICE; REASONS FOR CHOICE OF SELECTION METHOD; KEY POINTS; KEY REFERENCES; USEFUL WEBSITES; CHAPTER 2: Validity of selection methods; RELIABILITY; VALIDITY; CRITERION VALIDITY; CONTENT VALIDITY; CONSTRUCT VALIDITY CONVERGENT/DIVERGENT VALIDITY; CROSS-VALIDATION; INCREMENTAL VALIDITY; DIFFERENTIAL VALIDITY; MARGINAL TYPES OF VALIDITY; META-ANALYSIS; PROBLEMS WITH META-ANALYSIS; VALIDITY GENERALIZATION ANALYSIS; CRITICISMS OF VALIDITY GENERALIZATION; LATEST DEVELOPMENT IN VGA; KEY POINTS; KEY REFERENCES; CHAPTER 3: Job description, work analysis and competences; JOB DESCRIPTION AND PERSON SPECIFICATION; WORK ANALYSIS METHODS; SELECTED WORK ANALYSIS TECHNIQUES - AN OVERVIEW; WORK ANALYSIS AND PERSONALITY; RELIABILITY AND VALIDITY OF WORK ANALYSIS; BIAS IN WORK ANALYSIS; USES OF WORK ANALYSIS USING WORK ANALYSIS TO SELECT WORKERS; SYNTHETIC VALIDATION; THE FUTURE OF WORK ANALYSIS; |

COMPETENCES/COMPETENCY MODELING; KEY POINTS; KEY REFERENCES; USEFUL WEBSITES; CHAPTER 4: The interview; RELIABILITY AND VALIDITY; REASONS FOR POOR VALIDITY; IMPROVING THE INTERVIEW; STRUCTURED INTERVIEWS; CONSTRUCT VALIDITY OF THE INTERVIEW; TRUTHFULNESS OF INTERVIEW INFORMATION; HOW THE INTERVIEWER REACHES A DECISION; BIAS IN THE INTERVIEW; LAW AND FAIRNESS; KEY POINTS; KEY REFERENCES; USEFUL WEBSITES; CHAPTER 5: References and ratings; REFERENCES; VALIDITY; IMPROVING THE REFERENCE

UNSTRUCTURED REFERENCES LAW AND FAIRNESS; RATINGS; PEER OR CO-WORKER ASSESSMENTS; VALIDITY OF PEER RATINGS; KEY POINTS; KEY REFERENCES; CHAPTER 6: Tests of mental ability; OVERVIEW OF MENTAL ABILITY TESTS; INTERPRETING TEST SCORES; THE VALIDITY OF MENTAL ABILITY TESTS; ORGANIZATIONAL PERFORMANCE; g OR SPECIFIC COGNITIVE ABILITIES?; MENTAL ABILITY AND THE SUCCESS OF TEAMS; WHY MENTAL ABILITY TESTS PREDICT PRODUCTIVITY; LAW, FAIRNESS, AND MINORITIES; DEALING WITH ADVERSE IMPACT IN MENTAL ABILITY SCORES; OTHER WAYS OF ASSESSING MENTAL ABILITY; KEY POINTS; KEY REFERENCES; USEFUL WEBSITES
CHAPTER 7: Assessing personality by questionnaire PERSONALITY QUESTIONNAIRES; USING PQs IN SELECTION; QUESTION 1: THE RIGHT PERSONALITY?; QUESTION 2: WILL HE/SHE DO THE JOB WELL?; QUESTION 3: HAS HE/SHE GOT A GOOD ATTITUDE TO WORK? ORGANIZATIONAL CITIZENSHIP; QUESTION 4: WILL HE/SHE BEHAVE BADLY AT WORK?; COUNTERPRODUCTIVE WORK BEHAVIOUR; THE SAGA OF HONESTY TESTS; QUESTION 5: WILL THE TEAM WORK WELL?; COMPLEXITIES OF PQ VALIDITY; IMPROVING PQ VALIDITY; THE PROBLEM OF FAKING; DEALING WITH FAKING; PQs, LAW AND FAIRNESS; KEY POINTS; KEY REFERENCES; USEFUL WEBSITES
CHAPTER 8: Alternative ways of assessing personality
