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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
