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Descrizione fisica	1 online resource (564 p.)
Collana	Organizational frontiers series
Altri autori (Persone)	OuttzJames
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Soggetti	Employee selection Employment tests Personnel management Psychology, Industrial
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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

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