

1. Record Nr.	UNINA9910815928903321
Autore	Chamorro-Premuzic Tomas
Titolo	The psychology of personnel selection / / Tomas Chamorro-Premuzic, Adrian Furnham [[electronic resource]]
Pubbl/distr/stampa	Cambridge : , : Cambridge University Press, , 2010
ISBN	0-511-84810-2 1-107-21030-5 1-282-65293-1 9786612652936 0-511-81930-7 0-511-76921-0 0-511-77005-7 0-511-76698-X 0-511-76559-2 0-511-76837-0
Descrizione fisica	1 online resource (xv, 284 pages) : digital, PDF file(s)
Disciplina	658.3/112019
Soggetti	Employee selection Employees - Recruiting
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Title from publisher's bibliographic system (viewed on 05 Oct 2015).
Nota di bibliografia	Includes bibliographical references (p. 235-277) and index.
Nota di contenuto	Cover; Half-title; Title; Copyright; Dedication; Contents; Boxes; Figures; Tables; Prologue and acknowledgements; Part 1 Methods of personnel selection; 1 Early, unscientific methods; 2 The interview; 3 Letters of recommendation; 4 Biodata; 5 Situational judgement tests and GPA; Part 2 Constructs for personnel selection; 6 General mental ability; 7 Personality traits; 8 Creativity; 9 Leadership; 10 Talent; References; Index
Sommario/riassunto	This engaging and thought-provoking text introduces the main techniques, theories, research and debates in personnel selection, helping students and practitioners to identify the major predictors of job performance as well as the most suitable methods for assessing them. Tomas Chamorro-Premuzic and Adrian Furnham provide a

comprehensive, critical and up-to-date review of the constructs we use in assessing people - intelligence, personality, creativity, leadership and talent - and explore how these help us to predict differences in individuals' performance. Covering selection techniques such as interviews, references, biographical data, judgement tests and academic performance, The Psychology of Personnel Selection provides a lively discussion of both the theory behind the use of such techniques and the evidence for their usefulness and validity. The Psychology of Personnel Selection is essential reading for students of psychology, business studies, management and human resources, as well as for anyone involved in selection and assessment at work.

2. Record Nr.	UNINA9910254176703321
Autore	Sanchez Mauricio A
Titolo	Type-2 Fuzzy Granular Models / / by Mauricio A. Sanchez, Oscar Castillo, Juan R. Castro
Pubbl/distr/stampa	Cham : , : Springer International Publishing : , : Imprint : Springer, , 2017
ISBN	3-319-41288-4
Edizione	[1st ed. 2017.]
Descrizione fisica	1 online resource (97 p.)
Collana	SpringerBriefs in Computational Intelligence, , 2625-3712
Disciplina	620
Soggetti	Computational intelligence Artificial intelligence Computational Intelligence Artificial Intelligence
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Includes index.
Nota di contenuto	Introduction -- Background and Theory -- Advances in Granular Computing -- Conclusions. .
Sommario/riassunto	In this book, a series of granular algorithms are proposed. A nature inspired granular algorithm based on Newtonian gravitational forces is proposed. A series of methods for the formation of higher-type information granules represented by Interval Type-2 Fuzzy Sets are also shown, via multiple approaches, such as Coefficient of Variation,

principle of justifiable granularity, uncertainty-based information concept, and numerical evidence based. And a fuzzy granular application comparison is given as to demonstrate the differences in how uncertainty affects the performance of fuzzy information granules.

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