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| Nota di contenuto | Technology-Enhanced Assessment of Talent; Contents; Foreword; The Editors; The Contributors; Preface; Acknowledgements; 1. Overview of Technology-Enhanced Assessments: Nancy T. Tippins; Section One: Measurement and Implementation Issues in Technology-Enhanced Assessments; 2. Foundations for Measurement: John C. Scott and Alan D. Mead; 3. Implementing Assessment Technologies: Douglas H. Reynolds; 4. Cheating and Response Distortion on Remotely Delivered Assessments: Winfred Arthur, Jr., and Ryan M. Glaze; 5. Computerized Adaptive Testing: Rodney A. McCloy and Robert E. Gibby 6. Applicant Reactions to Technology-Based Selection: What We Know So Far: Talya N. Bauer, Donald M. Truxillo, Kyle Mack, and Ana B. Costa 7. International Issues, Standards, and Guidelines: Dave Bartram; Section Two: Case Studies of Technology-Enhanced Assessments; 8. Web-Based Management Simulations: Technology-Enhanced Assessment for Executive-Level Selection and Development: Terri McNelly, Brian J. Ruggeberg, and Carrol Ray Hall, Jr. |

9. Bridging the Digital Divide Across a Global Business: Development of a Technology-Enabled Selection System for Low-Literacy Applicants: Adam Malamut, David L. Van Rooy, and Victoria A. Davis
10. Promotional Assessment at the FBI: How the Search for a High-Tech Solution Led to a High-Fidelity Low-Tech Simulation: Amy D. Grubb;
11. Innovation in Senior-Level Assessment and Development: Grab 'Em When and Where You Can: Sandra B. Hartog;
12. Case Study of Technology-Enhanced Assessment Centers: Rick Hense and Jay Janovics
13. Video-Based Testing at U.S. Customs and Border Protection: Jeffrey M. Cucina, Henry H. Busciglio, Patricia Harris Thomas, Norma F. Callen, DeLisa D. Walker, and Rebecca J. Goldenberg Schoepfer
14. Going Online with Assessment: Putting the Science of Assessment to the Test of Client Need and 21st Century Technologies: Eugene Burke, John Mahoney-Phillips, Wendy Bowler, and Kate Downey;
15. Implementing Computer Adaptive Tests: Successes and Lessons Learned: Mike Fetzer and Tracy Kantrowitz
16. Practice Agenda: Innovative Uses of Technology-Enhanced Assessment: Michael J. Zickar and Christopher J. Lake
17. Concluding Comments: Open Questions: Seymour Adler; Indexes; Name Index; Subject Index

Sommario/riassunto

This new volume provides research-based guidelines to help practitioners make better decisions on using technology to assess talent at all levels of the organization and for a full range of applications, from entry-level selection to senior-level succession and talent management. The book reviews of the various ways technology can enhance the administrative ease, credibility, validity, and cost effectiveness of assessments used by organizations in selection and other candidate evaluation processes. It also addresses measurement issues, examines case studies of current practice, and outlines ag
