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Altri autori (Persone)	EversArne AndersonNeil <1961-> VoskuijlOlga
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Nota di contenuto	Intro -- Contributors -- Notes on the Editors -- Notes on the Contributors -- Preface -- 1. Relationships between Practice and Research in Personnel Selection: Does the Left Hand Know What the Right Is Doing? -- Part I: Preparing for Selection -- 2. Job Analysis: Current and Future Perspectives -- 3. The Impracticality of Recruitment Research -- 4. The Design of Selection Systems: Context, Principles, Issues -- 5. Is the Obvious Obvious? Considerations About Ethical Issues in Personnel Selection -- Part II: Developments in the Use of Different Kinds of Predictors -- 6. The Selection/Recruitment Interview: Core Processes and Contexts -- 7. Cognitive Ability in Personnel Selection Decisions -- 8. Personality in Personnel Selection -- 9. Emotional Factors as Selection Criteria -- 10. Situational Judgment Tests -- 11. Assessment Centers: Recent Developments in Practice and Research -- Part III: Decisions and their Context -- 12. Decision Making in Selection -- 13. Relevance and Rigor in Research on the

Applicant's Perspective: In Pursuit of Pragmatic Science -- 14. Ethnic Bias and Fairness in Personnel Selection: Evidence and Consequences -- Part IV: Criterion Measures -- 15. The Prediction of Typical and Maximum Performance in Employee Selection -- 16. Job Performance: Assessment Issues in Personnel Selection -- 17. The Prediction of Contextual Performance -- Part V: Emerging Trends and Assessment for Change -- 18. Computer-Based Testing and the Internet -- 19. A Review of Person-Environment Fit Research: Prospects for Personnel Selection -- 20. Selection of Leaders in Global Organizations -- 21. Expatriate Selection: A Process Approach -- 22. Selection for Teams -- 23. Multilevel Selection and Prediction: Theories, Methods, and Models -- Author Index -- Subject Index.

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Sommario/riassunto

This handbook provides a review of theory, research and professional practice in the field of selection and assessment. The text contains five sections covering activities that precede selection, tools of selection, decisions and their contexts, criterion measures, and emerging trends and assessment for change.

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