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| ISBN | 9781621985785 1621985784 9780199940745 0199940746 9780199930692 0199930694 |
| Descrizione fisica | 1 online resource (xvii, 973 pages) : illustrations |
| Collana | Oxford library of psychology |
| Disciplina | 658.311 |
| Soggetti | Ability - Testing Prediction of occupational success Employee selection Employee selection - Research - Methodology Aptitude Tests Personnel Selection Handbooks and manuals. Handbook |
| Lingua di pubblicazione | Inglese |
| Formato | Materiale a stampa |
| Livello bibliografico | Monografia |
| Note generali | Formerly CIP. |
| Nota di bibliografia | Includes bibliographical references and index. |
| Nota di contenuto | Introduction and overview -- Conceptual outline of the handbook of assessment and selection / Neal Schmitt -- Historical and social context of selection and the nature of individual differences -- A history of personnel selection and assessment / Andrew J. Vinchur and Laura L. Koppes Bryan -- Individual differences / Kevin R. Murphy -- The social and organizational context of personnel selection / Robert E. Ployhart and Benjamin Schneider -- Employee recruitment : current knowledge and suggestions for future research / James A. Breugh -- Research strategies -- The concept of validity and the process of validation / Paul R. Sackett, Dan J. Putka, and Rodney A. McCloy -- Job |

analysis for KSAOs, predictor measures, and performance outcomes / Michael T. Brannick, Adrienne Cadle, and Edward L. Levine -- Organizational strategy and staffing / John P. Hausknecht and Patrick M. Wright -- Meta-analysis as a validity summary tool / George C. Banks and Michael A. McDaniel -- Individual difference construct -- Cognitive abilities / Deniz S. Ones, Stephan Dilchert, and Chockalingam Viswesvaran -- Nature and use of personality in selection / Murray R. Barrick and Michael K. Mount -- Person-environment fit in the selection process / Cheri Ostroff and Yujie Zhan -- The assessment of physical capabilities in the workplace / Todd A. Baker and Deborah L. Gebhardt -- Using composite predictors in personnel selection / Kate Hattrup -- Measures of predictor construct -- The selection interview from the interviewer and applicant perspectives : can't have one without the other / Robert L. Dipboye, Therese Macan, and Comila Shahani-Denning -- Background data : use of experiential knowledge in personnel selection / Michael D. Mumford, Jamie D. Barrett, and Kimberly S. Hester -- Simulations / Filip Lievens and Britt De Soete -- Individual psychological assessment / S. Morton McPhail and P. Richard Jeanneret -- Self-reports for employee selection / Paul E. Spector -- Predictive bias in work and educational settings / Nathan R. Kuncel and David M. Klieger -- Web-based assessments / John C. Scott and Daniel V. Lezotte -- Performance and outcomes assessment -- Supervisory performance ratings / David J. Woehr and Sylvia Roch -- The use of objective measures as criteria in i/o psychology / Walter C. Borman and Tiffany N. Smith -- A review of citizenship and counterproductive behaviors in organizational decision-making / Brian J. Hoffman and Stephan Dilchert -- Assessment of voluntary turnover in organizations : answering the questions of why, who, and how much / Sang Eun Woo and Carl P. Maertz, Jr. -- Adaptive performance and trainability as criteria in selection research / Elaine D. Pulakos, Rose A. Mueller-Hanson, and Johnathan K. Nelson -- Occupational safety / J. Craig Wallace, Jeffrey B. Paul, Ronald S. Landis, and Stephen J. Vodanovich -- Societal and organizational constraints on selection -- Applicant reactions to testing and selection / Stephen W. Gilliland and Dirk D. Steiner -- Multilevel selection and the paradox of sustained competitive advantage / Robert E. Ployhart -- Legal constraints on personnel selection decisions / Arthur Gutman -- Time in personnel selection / Margaret E. Beier and Phillip L. Ackerman -- Personnel selection across the globe / Dirk D. Steiner -- Employee value : combining utility analysis with strategic human resource management research to yield strong theory / Michael C. Sturman -- "retooling" evidence-based staffing : extending the validation paradigm using management mental models / John W. Boudreau -- Workplace diversity / Ann Marie Ryan and Charlotte Powers -- Team selection / Frederick P. Morgeson, Stephen E. Humphrey, and Matthew C. Reeder -- Selection out : how firms choose workers to lay off / Daniel C. Feldman and Thomas W.H. Ng -- Contingent workers : who are they and how can we select them for success? / Talya N. Bauer, Donald M. Truxillo, Layla R. Mansfield, and Berrin Erdogan -- Implementation and sustainability of selection systems -- Implementation issues in employee selection testing / Nancy T. Tippins -- The life cycle of successful selection programs / Jerard Kehoe, Steven Brown, and Calvin Hoffman -- Conclusion and future directions -- Theoretical and practical issues : research needs / Neal Schmitt and Catherine Ott-Holland.

Sommario/riassunto

This handbook distills the science and practice of employee selection. Bringing together over 40 chapters, this volume includes essential information about the validation process individual difference constructs and measures, and performance outcomes and measures.
