

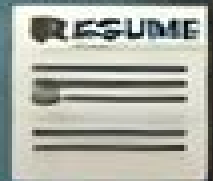


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# Employee Selection

**Arturo Cuomo**



## **Employee Selection:**

**Handbook of Employee Selection** James L. Farr, Nancy T. Tippins, 2013-09-13 The Handbook of Employee Selection summarizes the state of science and practice in the field of employee selection Chapters in this book cover issues associated with measurement such as validity and reliability as well as practical concerns around the development of appropriate selection procedures and implementation of selection programs Several chapters discuss the measurement of various constructs commonly used as predictors and other chapters confront criterion measures that are used in test validation Ethical and legal concerns are dealt with in another set of chapters and highlight the concerns of the employer as well as the test taker and the psychologist responsible for the testing program Final sections of the book include chapters that focus on testing for certain types of jobs e g blue collar jobs supervisory jobs and describe important milestones in the development of selection programs *Social Media in Employee Selection and Recruitment* Richard N. Landers, Gordon B.

Schmidt, 2016-05-03 This timely resource offers fresh research on companies use of social media platforms from Twitter and Facebook to LinkedIn and other career sites to find and hire personnel Its balanced approach explains why and how social media are commonly used in both employee recruitment and selection exploring relevant theoretical constructs and practical considerations about their appropriateness and validity Contributors clarify a confusing cyberscape with recommendations and best practices legal and ethical issues pitfalls and problems and possibilities for standardization And the book s insights on emerging and anticipated developments will keep the reader abreast of the field as it evolves Included in the coverage Social media as a personnel selection and hiring resource Reservations and recommendations Game thinking within social media to recruit and select job candidates Social media big data and employment decisions The use of social media by BRIC nations during the selection process Legal concerns when considering social media data in selection Online exclusion Biases that may arise when using social media in talent acquisition Is John Smith really John Smith Misrepresentations and misattributions of candidates using social media and social networking sites Social Media in Employee Selection and Recruitment is a bedrock reference for industrial organizational psychology and human resources academics currently or planning to conduct research in this area as well as for academic libraries Practitioners considering consulting social media as part of human resource planning or selection system design will find it a straight talking guide to staying competitive

**Vocational Counseling and Employee Selection** Holmes Whittier Merton, 1920 **Problems with Federal Equal Employment Opportunity Guidelines on Employee Selection Procedures Need to be Resolved** United States. General Accounting Office, 1978 *Handbook of Employee Selection* James L. Farr, Nancy T. Tippins, 2017-03-27 This second edition of the Handbook of Employee Selection has been revised and updated throughout to reflect current thinking on the state of science and practice in employee selection In this volume a diverse group of recognized scholars inside and outside the United States balance theory research and practice often taking a global perspective Divided into eight parts chapters cover

issues associated with measurement such as validity and reliability as well as practical concerns around the development of appropriate selection procedures and implementation of selection programs Several chapters discuss the measurement of various constructs commonly used as predictors and other chapters confront criterion measures that are used in test validation Additional sections include chapters that focus on ethical and legal concerns and testing for certain types of jobs e g blue collar jobs The second edition features a new section on technology and employee selection The Handbook of Employee Selection Second Edition provides an indispensable reference for scholars researchers graduate students and professionals in industrial and organizational psychology human resource management and related fields

**Employee Selection Within the Law** Mary Green Miner, John B. Miner, 1978 *Test Bias in Employment Selection Testing* Thomas A. Stetz, 2022-01-28 This book provides students with a concise introduction to test bias from a psychometric point of view without statistics It uses easy to understand graphs to explain complex technical approaches to test bias giving readers a highly sought after knowledge enabling them to be better consumers of tests Studies performed by the Society for Human Resource Management SHRM consistently show that selection is a key competency for Human Resource HR professionals Knowledge of test bias is a key component to effectively and legally performing this highly valued HR function Unfortunately test bias is rarely covered in HR classes or is presented in a highly technical manner geared to individuals with strong statistical and mathematical backgrounds This book requiring no previous statistical or mathematical knowledge can be used as a supplemental textbook for any class that deals with selection staffing or measurement at the undergraduate or graduate level

*Personnel Selection* Mark Cook, 2016-04-04 This is a fully updated edition of Personnel Selection a seminal text on the psychometric approach to personnel selection by a noted expert in the field Focuses on cutting edge topics including the influence of social networking sites adverse impact age differences and stereotypes distribution of work performance and the problems of selecting new employees using research based on incumbent employees Questions established beliefs in the field especially issues that have been characterized as not a problem such as differential validity over reliance on self report and faking good Contains expanded discussion of research and practice in the US and internationally while maintaining the definitive coverage of UK and European selection approaches Provides comprehensive yet accessible information for professionals and students as well as helpful pedagogical tools technical and statistical boxes simplified figures and tables research agenda boxes key point summaries and key references

**The Blackwell Handbook of Personnel Selection** Arne Evers, Neil Anderson, Olga Smit-Voskuil, 2009-02-04 The Blackwell Handbook of Personnel Selection provides a state of the art review of theory research and professional practice in the field of selection and assessment Reviews research and practical developments in all of the main selection methods including interviews psychometric tests assessment centres and work sample tests Considers selection from the organization's and the applicant's perspective and covers the use of new technology in selection and adverse impact issues Each section includes contributions from internationally eminent authors

based in North America and Europe      **The ^AOxford Handbook of Personnel Assessment and Selection** Neal Schmitt, 2013-12-15 The Oxford Handbook of Personnel Assessment and Selection distills the science and practice of employee selection Now in paperback this volume includes essential information about the validation process individual difference constructs and measures and performance outcomes and measures and will be a comprehensive and authoritative reference and training tool in the field      **Employee Recruitment, Selection, and Assessment** Ioannis Nikolaou, Janneke K. Oostrom, 2015-04-17 Personnel selection is changing Whilst traditional face to face interviews are still common the range of assessment processes that inform the selection of candidates is increasingly diverse taking advantage not only of new technologies but also using new methods and strategies such as assessment centres and personality testing This new collection looks at the most important contemporary issues in recruitment selection and assessment today highlighting the latest research from the perspective of both recruiter and applicant The book is written by an international range of prominent scholars in this area and provides up to date analysis of key topic areas including How measurements of intelligence can impact on recruitment policies The use and value of personality tests An analysis of social interaction in the interview process The value and impact of video resumes in recruitment How social networks affect how applicants are perceived Job analysis and competencies modelling Part of the Current Issues in Work Organizational Psychology series this is an important book that shines a light on the latest theory and practice in employee recruitment It will interest not only students and researchers of Organizational Psychology HRM and Business and Management but will also engage professionals in the field      **Hiring Success** Steven T. Hunt, 2007-06-22 Hiring Success is a comprehensive guide for using staffing assessments to hire the best employees Research based but written in easy to understand terms the book explains what staffing assessments are why they work and how to use them Hiring Success is an important resource for improving the accuracy and efficiency of hiring selection decisions and effectively incorporating assessments into any company s staffing process      *Employee Selection and Minimum Qualifications for Librarians* Keith M. Cottam, 1984      **Personnel Selection of Graduate Engineers** Benjamin Franklin Haught, Bruce Victor Moore, Joseph Ussery Yarbrough, Madison Bentley, Marie Hackl Means, Thomas Verner Moore, Zhiwei Lu, 1922 Includes music      **Handwriting Analysis and the Employee Selection Process** Kathryn K. Sackheim, 1990-10-05 The first graphology book written specifically for human resources professionals this volume is designed to help those involved in the selection of new employees find out how handwriting analysis can help them learn more about the people they plan to hire and promote As the author notes at the outset handwriting analysis is beginning to enjoy widespread acceptance in the U S as a valuable adjunct to other pre employment tests Sackheim suggests how managers can best work with a professional graphologist shows how to find a consultant with the proper credentials and demonstrates how to evaluate the various traits revealed by handwriting analysis according to how they affect business situations Numerous case studies and hundreds of handwriting samples are included to illustrate

points made in the text Sackheim begins by placing graphology into historical perspective tracing its development from the time of Aristotle to the present Part I covers the process of graphology and moves from a general discussion of handwriting through such specifics as slant rhythm pressure and size spacing writing speed and style and straight lines circle letters and i dots The second section presents case studies of sales people managers presidents and other jobs and demonstrates how handwriting analysis can be an effective tool in evaluating candidates for various types of positions In the third section Sackheim provides the first complete survey of the graphology literature ever published Her review encompasses virtually every study written in English since 1919 as well as over 50 articles in psychological journals The final chapter addresses the legal issues involved and discusses discrimination laws and the right to privacy U S Supreme Court decisions and Equal Employment Opportunity Commission requirements With the background provided here human resource professionals will be able to add handwriting analysis to the tools they are already using for the selection and evaluation of employment candidates throughout the organization

**California. Court of Appeal (1st Appellate District). Records and Briefs** California (State)., **Personnel Selection** Neal Schmitt, David Chan, 1998-08-04 The purpose of the books in the Foundations for Organizational Science series is to describe what is known in a subject area what we need to know to substantially increase our knowledge and practice and ideas about how to go about obtaining this knowledge The books are also targeted to graduate students in the organizational sciences Personnel Selection offers a comprehensive state of the art look at the field of personnel selection This book also emphasizes the role of theory in the personnel selection research an area of organizational science that is often characterized as lacking in theoretical bases Traditional topics such as job analysis performance measurement the measurement of individual difference characteristics the design of validation research and the evaluation of validation data are covered In addition novel ideas concerning levels of analysis issues examinee reactions to tests the impact of changing technology and means of communication and globalization are also discussed Each chapter provides detailed access to current knowledge identifies sources that can provide further detail and ends with a summary of the major research questions that should be addressed to advance understanding of the issues described in that chapter *Employee Recruitment and Selection in a Post-ADA Environment* Don A. Morrison, 1995

**United States of America V. County of Milwaukee** , 1979 *The Employer and the Employee in the Box Board Industry* Emmett Wallace Arnett, 1922

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