

Fairness in Personnel Selection: An Organizational Justice Perspective

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Fairness In Personnel Selection An Organizational Justice Perspective

Hooi Lai Wan



Fairness in Personnel Selection An Organizational Justice Perspective:

Fairness in Personnel Selection Ming Singer, 1993-01-01 This book proposes the application of the theoretical framework of current organizational justice theory to selection fairness research Such an application aims to help fostering the understanding of selection fairness issues from both a procedural and a distributive justice perspective readily distinguishable from the traditional psychometric and utility emphases

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

The Wiley Blackwell Handbook of the Psychology of Recruitment, Selection and Employee Retention Harold W. Goldstein, Elaine D. Pulakos, Jonathan Passmore, Carla Semedo, 2020-04-06 An unmatched collection of resources perfect for psychologists scholars and HR practitioners In The Wiley Blackwell Handbook of the Psychology of Recruitment Selection and Employee Retention an expert team of authors presents a comprehensive and authoritative perspective on critical issues in employee recruitment selection and retention Every chapter offers an in depth review of the most recent literature and provides academics researchers industry practitioners and students with a holistic reference to relevant data and theory The book includes job analyses biodata simulation exercises talent management guides talent assessment guides for leadership development and online employee selection strategies

Organisational Justice and Citizenship Behaviour in Malaysia Hooi Lai Wan, 2015-12-22 This book presents the current state of knowledge concerning developments in organisational behaviour and human capital management in the new millennium It features an in depth study among managerial staff in the manufacturing sector in Malaysia to reflect employee perceptions of organisational justice organisational citizenship behaviour job satisfaction and manager employee exchanges Specifically it seeks to establish the relationships between these constructs to better manage human capital With globalisation and the increased career mobility of young talents organisational citizenship behaviour is of paramount importance in order to retain these workers The study's greatest contribution is its identification of key indicators that influence organisational citizenship behaviour Knowing which type of organisational justice is salient for each construct allows the management to proactively improve conditions at the workplace In essence this book is intended to draw attention to those aspects of managing human capital that ought to receive the most attention but are often overlooked in practice In light of ongoing global challenges it seeks to improve governance at the workplace It offers a valuable resource for researchers and practitioners alike as well as graduate students writing their dissertations

Handbook of Organizational Justice Jerald Greenberg, Jason A. Colquitt, 2013-05-13 Matters of perceived fairness and justice run deep in the workplace Workers are concerned about being treated fairly by their supervisors managers generally

are interested in treating their direct reports fairly and everyone is concerned about what happens when these expectations are violated This exciting new handbook covers the topic of organizational justice defined as people s perceptions of fairness in organizations The Handbook of Organizational Justice is designed to be a complete current and comprehensive reference chronicling the current state of the organizational justice literature Tracing the development of ideas regarding organizational justice this book introduces the topic of organizational justice from a historical perspective and presents fundamental issues regarding the nature of organizational justice examines the justice judgment process specifically addressing basic psychological processes such as the roles of control self interest morality and trust in the formation of justice judgments discusses the consequences of fair and unfair treatment in the workplace focuses on such key issues as promoting justice in the workplace in ways that help manage stress and the underlying processes that account for the effectiveness of justice applications examines the generalizability of the interaction between process and outcomes and focuses on the notion of cross cultural differences in justice effects and summarizes the state of the science of organizational justice and presents various issues for future research and theorizing This Handbook is useful as a guide for professors and graduate students primarily in the fields of management and psychology It also is highly relevant to professionals in the fields of communication sociology legal studies marketing and human resources management

The Blackwell Handbook of Personnel Selection Arne Evers,Neil Anderson,Olga Smit-Voskuijl,2009-02-04 The Blackwell Handbook of Personnel Selection provides astate of the art review of theory research and professionalpractice in the field of selection and assessment Reviews research and practical developments in all of the mainselection methods including interviews psychometric tests assessment centres and work sample tests Considers selection from the organization s and theapplicant s perspective and covers the use of new technologyin selection and adverse impact issues Each section includes contributions from internationallyeminent authors based in North America and Europe

Handbook of Employee Selection James L. Farr,Nancy T. Tippins,2013-09-13 The Handbook of Employee Selection provides a comprehensive review of a contemporary personnel selection instruments including the technical methodology for their development and evaluation of their effectiveness b the organizational systems necessary for the effective and efficient use of personnel selection methods as part of organizations human resource management approach and c the societal and organizational factors that provide the context within which personnel selection is nested The Handbook will include descriptions of specific examples of personnel selection procedures that have had major impact on the development of personnel selection function within organizations as well as discussions of current and future trends in employee selection around the world

Personnel Psychology Alexandra Luong,Justin M. Sprung,Michael J. Zickar,2023-09-05 Accessible and engaging this textbook introduces students to the field of personnel psychology also known as industrial psychology Based on their years of teaching in this area Luong Sprung and Zickar survey core topics in the field including job analysis recruitment selection assessment and performance

evaluation Throughout they emphasize a psychological rather than management approach explaining the key psychological principles that underpin human resources practices Supported by plentiful examples review questions and discussion questions this comprehensive overview shows how personnel psychologists endeavor toward a better workplace Written in a clear and captivating style this book introduces students to the most recent and pertinent scientific research in personnel psychology and inspires future study in industrial organizational psychology and related fields

Handbook of Industrial, Work & Organizational Psychology Neil Anderson, Deniz S Ones, Handan Kepir Sinangil, Chockalingam

Viswesvaran, 2001-10-19 Work in the 21st century requires new understanding in organizational behaviour how individuals interact together to get work done This volume brings together research on essential topics such as motivation job satisfaction leadership compensation organizational justice communication intra and inter team functioning judgement and decision making organizational development and change Psychological insights are offered on management interventions organizational theory organizational productivity organizational culture and climate strategic management stress and job loss and unemployment

Strategic Staffing Jean Phillips, 2019-01-15 Formerly published by Chicago Business Press now published by Sage Strategic Staffing 4e prepares all current and future managers to take a strategic and modern approach to the identification attraction selection deployment and retention of talent Organizations increasingly realize that their employees are the key to executing their business strategies and the current competition for talent has made the identification and attraction of high performing employees essential for companies to succeed in their marketplaces The right employees give their organization a competitive advantage that sets it apart and drives its performance In today's business environment a company's ability to execute its strategy and maintain its competitive edge depends even more on the quality of its employees And the quality of a company's employees is directly affected by the quality of its recruiting and staffing systems Because hiring managers are involved in the staffing process hiring managers and human resources HR professionals need to be familiar with strategic staffing techniques Over the past 10 years advancing technology and the increased application of data analytics have changed the practices of sourcing recruiting and staffing Strategic Staffing 4e is grounded in research communicates practical and modern staffing concepts and the role of staffing in organizational performance and is engaging to read The new edition contains updates to many sections on the roles of technology and analytics and adds more focus to the discussion of ethics that was added to the fourth edition New research findings were also incorporated and many company examples were updated The fifth edition of Strategic Staffing continues to present up to date staffing theories and practices in an interesting engaging and easy to read format

How People Evaluate Others in Organizations Manuel London, 2013-03-07 Evaluating and making decisions about other people are key aspects of doing business especially for managers and human resource professionals Industrial and organizational psychologists devise systematic methods to remove human errors in judgment such as biases and stereotypes However many decisions about

people are not made by experts using standard procedures Even when they are human judgment is unavoidable This book examines the social psychological dynamics of person perception that underlie how people evaluate others in organizations It contains original articles from leading experts in social industrial and organizational psychology The book begins by examining basic principles and processes of social cognition and person perception such as schemas stereotypes automatic mindless information processing the perceiver's motivation and affect and situational conditions It then applies these ideas to key areas of business operations Helping readers understand and develop ways to improve the way people assess and make decisions about others this book covers the interview executive promotion decisions and assessment centers examines performance appraisals and multisource 360 degree feedback ratings addresses leadership cognitions identifying training needs coaching and managing problem employees and includes chapters on cultural sensitivity negotiations group dynamics and virtual teams

Fundamentals of Human Resource Management Talya Bauer, Berrin Erdogan, David Caughlin, Donald Truxillo, 2019-12-10 Fundamentals of Human Resource Management People Data and Analytics provides a current succinct and interesting introduction to the world of HRM with a special emphasis on how data can help managers make better decisions about the people in their organizations Authors Talya Bauer Berrin Erdogan David Caughlin and Donald Truxillo use cutting edge case studies and contemporary examples to illustrate key concepts and trends A variety of exercises give students hands on opportunities to practice their problem solving ethical decision making and data literacy skills Non HR majors and HR majors alike will learn best practices for managing talent in today's ever evolving workplace

Organizational Justice and Human Resource Management Robert G. Folger, Russell Cropanzano, 1998-04-09 Why are some acts but not others perceived to be fair How do people who experience unfairness respond toward those held accountable for the unfairness Organizational Justice and Human Resource Management reviews the theoretical organizational justice literature and explores how the research on justice applies to various topics in organizational behavior including personnel selection systems performance appraisal and the role of fairness in resolving workplace conflict Authors Robert Folger and Russell Cropanzano introduce a framework of organizational justice Fairness Theory that integrates previous work in this area by focusing on accountability for events with negative impact on material or psychological well being The book concludes with a chapter highlighting those topics that represent promising future directions for research Researchers scholars and doctoral level students in human resources organizational behavior and ethics will find this a timely thought provoking resource

The Oxford Handbook of Recruitment Kang Yang Trevor Yu, PhD, Daniel M. Cable, PhD, 2014 This handbook includes the most up to date evidence based and comprehensive coverage of recruitment and retention as written by the top leaders of recruitment research in the world

Reader's Guide to the Social Sciences Jonathan Michie, 2014-02-03 This 2 volume work includes approximately 1 200 entries in A Z order critically reviewing the literature on specific topics from abortion to world systems theory In addition nine major entries cover each of the major

disciplines political economy management and business human geography politics sociology law psychology organizational behavior and the history and development of the social sciences in a broader sense *The Routledge Companion to Strategic Human Resource Management* John Storey, Patrick M. Wright, David Ulrich, 2009 Combining up to date research innovative content and practical perspectives this book is the benchmark by which all other strategic HRM reference works should be measured Leading figures from around the globe survey the current state of the discipline while also introducing and exploring new cutting edge themes in order to offer a comprehensive and authoritative overview of the field Section introductions and integrative critiques pull together the separate themes to provide cross comparisons between chapters to create a cohesive and well structured volume Unlike other texts in this area The Routledge Companion to Strategic Human Resource Management incorporates contributions from leading management and business writers in areas adjacent to human resource management including strategy innovation and organizational learning These add fresh and challenging insights into HRM themes from key mainstream business and management thinking The field of strategic HRM is thus enriched and extended by this volume Focusing on the interplay between theory and practice this book is an essential resource for researchers and students studying human resource management and strategy Personnel Selection Mark Cook, 2009-04-15 Clear and accessible Personnel Selection will continue to be the guide that students and professionals alike turn to for practical advice in this complex field Fully updated edition of highly successful text Clear accessible and practical in its approach Now includes emotional intelligence and counterproductive work behaviours not covered in any other text at this level **The Employment Interview Handbook** Robert W. Eder, Michael M. Harris, 1999-05-06 Research from 26 new authors has been integrated into the revision of The Employment Interview Handbook a successful volume previously published in 1989 by SAGE Publications This new Handbook provides a state of the art review of the research in the area of the employment interview The editors provide an integrated examination of various streams of research Leading scholars author the individual chapters and discuss the future of their particular line of research raising issues in need of further investigation The book concludes with a summary of the volume implications for theory building research methods and effective practice This Handbook is particularly appropriate for faculty and students in Industrial Organization Psychology and Human Resource Management as well as researchers and practitioners in employee selection and employment interview procedures and policies 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

Theoretical and Cultural Perspectives on Organizational Justice Stephen W.

Gilliland, Dirk D. Steiner, Daniel P. Skarlicki, 2001-02-01 At the 1998 annual conference of the Society for Industrial and Organizational Psychology we organized a roundtable discussion session titled Innovating organizational justice Cultural value and stakeholders perspectives We were impressed by the high level of discussion that this session generated and decided to try to continue the discussion in a conference devoted to these issues In the summer of 1999 approximately 20 scholars from seven nations met for two days in Nice France The theme of the International Roundtable on organizational justice was Innovating research on organizational justice The format of the meeting allowed for extensive discussion of each of the papers that were presented A strong feeling that emerged from this meeting was that organizational justice research has much to contribute to our understanding of people at work Further our current research on organizational justice and the application of justice to managerial issues has in some ways been limited by the confines of our academic journals The papers presented and discussed at the Nice roundtable clearly extended scholarly thinking in new and exciting directions We invited a subset of the authors who presented their research at this meeting to submit their papers for review for the first volume of our newly developed series Research in Social Issues in Management All papers were reviewed independently by organizational justice scholars

This book delves into Fairneb In Personnel Selection An Organizational Justice Perspective. Fairneb In Personnel Selection An Organizational Justice Perspective is an essential topic that needs to be grasped by everyone, ranging from students and scholars to the general public. The book will furnish comprehensive and in-depth insights into Fairneb In Personnel Selection An Organizational Justice Perspective, encompassing both the fundamentals and more intricate discussions.

1. This book is structured into several chapters, namely:
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 - Chapter 2: Essential Elements of Fairneb In Personnel Selection An Organizational Justice Perspective
 - Chapter 3: Fairneb In Personnel Selection An Organizational Justice Perspective in Everyday Life
 - Chapter 4: Fairneb In Personnel Selection An Organizational Justice Perspective in Specific Contexts
 - Chapter 5: Conclusion
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 3. In chapter 2, the author will delve into the foundational concepts of Fairneb In Personnel Selection An Organizational Justice Perspective. The second chapter will elucidate the essential principles that must be understood to grasp Fairneb In Personnel Selection An Organizational Justice Perspective in its entirety.
 4. In chapter 3, this book will examine the practical applications of Fairneb In Personnel Selection An Organizational Justice Perspective in daily life. The third chapter will showcase real-world examples of how Fairneb In Personnel Selection An Organizational Justice Perspective can be effectively utilized in everyday scenarios.
 5. In chapter 4, this book will scrutinize the relevance of Fairneb In Personnel Selection An Organizational Justice Perspective in specific contexts. This chapter will explore how Fairneb In Personnel Selection An Organizational Justice Perspective is applied in specialized fields, such as education, business, and technology.
 6. In chapter 5, this book will draw a conclusion about Fairneb In Personnel Selection An Organizational Justice Perspective. This chapter will summarize the key points that have been discussed throughout the book.
- This book is crafted in an easy-to-understand language and is complemented by engaging illustrations. It is highly recommended for anyone seeking to gain a comprehensive understanding of Fairneb In Personnel Selection An Organizational Justice Perspective.

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