



ESSENTIALS OF PERSONNEL ASSESSMENT & SELECTION

Scott Highhouse • Dennis Doverspike • Robert M. Guion

SECOND EDITION



Pdf Online Essentials Personnel Assessment Selection Highhouse

Wayne F. Cascio, Herman Aguinis

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Analytics and Intuition in the Process of Selecting Talent Jürgen Deters,2022-11-07 Human decisions especially in management and personnel selection are based on making judgments about people analytically and intuitively Yet in business and scientific contexts judgments are expected to be based on a rational analysis rather than intuitions or emotions Intuition is often seen as something mystical that should not be trusted and thus eliminated from human decision making Our empirical and theoretical research shows that this is impossible when people are dealing with people Instead intuitions and emotions have significant power in the decision making process Neuroscience even shows that humans are incapable of switching off their emotions or intuitions when making decisions Therefore intuition and emotions as evolutionary achievements of human beings should be looked at more closely to use the wisdom they offer This book provides an insight into the current state of research on rational analytical procedures in personnel selection and complements this with research on intuitions and emotions in personnel diagnostics By integrating scientifically verifiable rational analytical decision making procedures with the inner experiential knowledge of people this book bridges two complementary ways of recognizing and making good decisions It demonstrates how intuitions are developed and used in different fields of practice and cultures and how scientific research results from rational analytical and intuitive emotional selection procedures are successfully integrated by practitioners

Essentials of Personnel Assessment and Selection Scott Highhouse,Dennis Doverspike,Robert M Guion,2015-11-19 This second edition provides managers and students the nuts and bolts of assessment processes and selection techniques With this knowledge managers learn to make informed personnel decisions based on the results of tests and assessments The book emphasizes that employee performance predictions require well

formed hypotheses about personal characteristics that may be related to valued behavior at work It also stresses the need for developing a theory of the attribute one hypothesizes as a predictor a thought process too often missing from work on selection procedures Topics such as team member selection situational judgment tests nontraditional tests individual assessment and testing for diversity are explored The book covers both basic and advanced concepts in personnel selection in a straightforward readable style intended to be used in both undergraduate and graduate courses in Personnel Selection and Assessment

Essentials of Personnel Assessment and Selection Scott Highhouse,Robert M Guion,2014-07-17 Essentials of Personnel Assessment and Selection discusses the essentials that managers and other well educated people should know about the assessment processes so widely used in contemporary society and so widely not understood It emphasizes that good prediction requires well formed hypotheses about personal characteristics that may be related to valued behavior at work and the need for developing a theory of the attribute one hypothesizes as a predictor a thought process too often missing from work on selection procedures In addition it explores such topics as team member selection situational judgment tests non traditional tests individual assessment and testing for diversity The goal is to produce an

accessible guide to assessment that covers basic and advanced concepts in a straight forward readable style It provides a review of the most relevant statistical concepts and modern selection practices that will equip the reader with the tools needed to be competent consumers of assessment procedures and practices and to be well informed about the kinds of questions to be answered in evaluating them This book will appeal to instructors of advanced undergraduate and master s level courses on personnel selection and assessment If supplemented by other readings on selected topics it would be useful in doctoral seminars Also students interested in becoming users of research based assessment and selection information and techniques will find it useful *Applied Psychology in Talent Management* Wayne F. Cascio,Herman Aguinis,2024-05-17 In the Ninth Edition of Applied Psychology in Talent Management world renown authors Wayne F Cascio and Herman Aguinis provide the most comprehensive future oriented overview of psychological theories and how they impact people decisions in today s workplace Taking a rigorous evidence based approach the new edition includes more than 750 new citations from top tier journal articles Integrated coverage of technology strategy globalization and social responsibility throughout the text provides students with a holistic view of the field and equips them with the tools necessary to create productive enjoyable work environments **Contemporary Human Resource Management** Adrian Wilkinson,Tony Dundon,2021-05-05

Written by experts in the field this well established book covers the core fundamentals of HRM and examines contemporary issues such as work place bullying flexibility and emotion at work *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 Oxford Handbook of Personnel Assessment and Selection** Neal Schmitt,2012 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

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instantly with structured going forward plans There s no better guide through these mind expanding questions than acclaimed best selling author Gerard Blokdyk Blokdyk ensures all Personnel Selection essentials are covered from every angle the Personnel Selection self assessment shows succinctly and clearly that what needs to be clarified to organize the required activities and processes so that Personnel Selection outcomes are achieved Contains extensive criteria grounded in past and current successful projects and activities by experienced Personnel Selection practitioners Their mastery combined with the easy elegance of the self assessment provides its superior value to you in knowing how to ensure the outcome of any efforts in Personnel Selection are maximized with professional results Your purchase includes access details to the Personnel Selection self assessment dashboard download which gives you your dynamically prioritized projects ready tool and shows you exactly what to do next Your exclusive instant access details can be found in your book You will receive the following contents with New and Updated specific criteria The latest quick edition of the book in PDF The latest complete edition of the book in PDF which criteria correspond to the criteria in The Self Assessment Excel Dashboard Example pre filled Self Assessment Excel Dashboard to get familiar with results generation In depth and specific Personnel Selection Checklists Project management checklists and templates to assist with implementation INCLUDES LIFETIME SELF ASSESSMENT UPDATES Every self assessment comes with Lifetime Updates and Lifetime Free Updated Books Lifetime Updates is an industry first feature which allows you to receive verified self assessment updates ensuring you always have the most accurate information at your fingertips

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