FLORIDA STATE UNIVERSITY COLLEGE OF BUSINESS

WHAT DOES BEHAVIORAL CONSISTENCY REALLY MEAN? PREDICTIVE VALIDITY OF CONTENT AND METHOD FACTORS IN EMPLOYEE SELECTION

By

JOHN D. ARNOLD

A Dissertation submitted to the Department of Management in partial fulfillment of the requirements for the degree of Doctor of Philosophy

2020

©2020 John D. Arnold

John D. Arnold defended this dissertation on March 30, 2020.

The members of the supervisory committee were:

Chad H. Van Iddekinge

Professor Directing Dissertation

Martin Mende

University Representative

Gerald R. Ferris

Committee Member

Gang Wang

Committee Member

C. Darren Brooks

Committee Member

Filip Lievens

Committee Member

The Graduate School has verified and approved the above-named committee members, and certifies that the dissertation has been approved in accordance with university requirements.